

RETAIL CLERKS

APRIL 1964

Advocate





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RETAIL CLERKS INTERNATIONAL ADVOCATE



TO SIN BY SILENCE WHEN THEY SHOULD PROTEST
MAKES COWARDS OUT OF MEN.

APRIL 1964

XVII

NUMBER 4

JAMES A. SUFFRIDGE . . . Editor and Manager
STANLEY M. SEGANISH . . . Assistant Editor

De Sales Building - - - Washington, D. C. 20036

Communications must reach the editorial offices of THE ADVOCATE, De Sales Building, Washington, D. C. 20036, before the first day of the month preceding the issue in which they are to appear. The fact that a signed article is published does not commit THE ADVOCATE to all opinions expressed therein. Contributions and items of news concerning the craft and the labor movement are requested from our readers. Every contribution must be written plainly on one side only of the paper and accompanied by the name of the writer—not necessarily for publication—as evidence of good faith. THE ADVOCATE reserves all right to edit copy to conform with space limitations and editorial policy.

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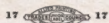


The International's official journal
is printed on union made paper, and all typography,
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union craftsmen.

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SAMUEL J. MEYERS First Vice President
MURRAY PLOPPER Second Vice President
JAMES T. HOUSEWRIGHT . Third Vice President
EARL D. McDAVID Fourth Vice President
PETER L. HALL Fifth Vice President
DAVID A. WADE Sixth Vice President
CHARLES J. KELLEHER . Seventh Vice President
IVAN MORRISS Eighth Vice President
CHARLES R. OSTERLING . Ninth Vice President
DONALD E. CARTER Tenth Vice President
WILLIAM W. MAGUIRE . . . Secretary-Treasurer

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In this Issue

ALL INCUMBENT INTERNATIONAL OFFICERS RENOMINATED	2
SAN FRANCISCO FOOD CONTRACT RATES TOPS IN NATION	5
BOSTON MEMBERS APPROVE NEW DEPARTMENT STORE CONTRACT	6
AFL-CIO EXECUTIVE COUNCIL CALLS FOR SHORTER WORKWEEK	7
RCIA MEMBERS ACCEPT POSTS TO HELP OVERSEAS UNIONS	9
PAY BOOSTS, PENSIONS WON IN AKRON GROCERY CONTRACTS	10
"POVERTY WAR" CAN BE WON	11
ACTIVE BALLOT CLUB NEWS	12
DO NOT SUBSIDIZE SEARS' ANTI-UNION POLICIES	13
IT PAYS TO BELONG TO THE RCIA	14
SOUTH DAKOTA LOCAL UNION "ADOPTS" CHILDREN'S HOME	15
CRAZY HORSE MONUMENT—the world's largest statue . .	16
LOCAL UNION NEWS	23
NEWS-LET	29

Other Features

Harris Wilkin Succumbs to Fatal Heart Attack—2 Government Will Review All
Drugs for Effectiveness—4 Los Angeles Mental Health Program Featured on
TV—4 "Reporter of the Year" Named by Contest Judges—4 \$6 Million
in Benefits Paid in Northern California—5 Consumer Price Index Is Completely
Overhauled—6 Anti-Air-Pollution Law Expected To Save Billions—8 U. S.
Should Spearhead World Labor Standards, AFL-CIO Council Says—8 White
Collar Workers Around the World—8 Welfare and Pension Plans Grew at
Record Rate in 1963—10 Business Outlook Marked by Optimism—10 Work
Injuries Increased During the Past Year—13 Notes for Organizers and Nego-
tiators—18 Women's Page—19 Claude Fernandez Honored for Commu-
nity Services Work—20 Puzzle Page—21 Social Security—22.

Cover Photo by James Dunlop.

All Incumbent International Officers Are Renominated

THE International Executive Board has been nominated for reelection by acclamation.

Despite the fact that there was no opposition, more than three-quarters of the local unions chartered by the RCIA and representing more than 80 per cent of the active membership submitted nominations. This is an exceptional showing of interest in such a situation and attests both to the vigorous democracy of the International Association and the leadership of the current officers.

Under the terms of the International constitution each local union is entitled to make a nomination for each office. Candidates for executive board positions must be nominated by at least 25 local unions.

Members of the current International Executive Board, who have informed the International secretary-treasurer of their acceptance of the nominations for a new four-year term beginning September 1, are:

International President James A. Suffridge, a member of Local 870, Alameda County, California;

First International Vice President Samuel J. Meyers, a member of Local 870, Alameda County, California;

Second International Vice President Murray Plop-

per, a member of Local 444, Milwaukee, Wisconsin, and vicinity;

Third International Vice President James T. Housewright, a member of Local 725, Indianapolis, Indiana;

Fourth International Vice President Earl D. McDavid, a member of Local 888, Metropolitan New York, New York;

Fifth International Vice President Peter L. Hall, a member of Local 1636, Tampa, Florida;

Sixth International Vice President David A. Wade, a member of Local 1518, Vancouver, British Columbia, Canada;

Seventh International Vice President Charles J. Kelleher, a member of Local 1092, Portland, Oregon;

Eighth International Vice President Ivan Morriss, a member of Local 905, San Pedro, California;

Ninth International Vice President Charles R. Osterling, a member of Local 692, Baltimore, Maryland;

Tenth International Vice President Donald E. Carter, a member of Local 725, Indianapolis, Indiana; and

International Secretary-Treasurer William Maguire, a member of Local 25, Lafayette, Indiana.

Harris Wilkin Succumbs To Fatal Heart Attack



GREAT LOSS—The untimely death of Harris Wilkin, secretary-treasurer of Local 870, Oakland, California, deprived the RCIA of the wisdom and counsel of one of its most experienced and dedicated leaders.

HARRIS WILKIN—the president and chief executive officer of Local 870, Alameda County, and president of the California State

Council of Retail Clerks—died February 22 after suffering a heart attack on February 10. He was 54 years old and had been prominent in East Bay union and civic affairs for more than two decades.

A native of Kansas, Brother Wilkin joined Local 870 in August 1937. He was elected to the executive board, subsequently served as dispatcher, and later became a business representative. He was elected secretary-treasurer (which was then the title of the chief executive officer) in January 1952. In 1954 he was elected for the first time to the presidency of the California State Council and had been reelected to the post just a few weeks before his death.

Brother Wilkin was a member of the executive board of the Alameda County Labor Council, and was a union trustee of the Northern California Retail Clerks-Employer Trust, the Alameda County Candy and Drug Employees Joint Welfare Insurance Trust, the Retail Shoe and Clothing Employees Trust Fund of Alameda County, and the Retail Specialty Stores Pension Fund.

He was also extremely active in the community, serving on the ex-

ecutive board of the United Crusade, the executive board of the Bay Area Urban League, as a member of the Business-Industry-Labor Development Committee of Alameda County, and had recently been appointed to the Human Relations Committee of Alameda County.

A member of the First Presbyterian Church of Alameda, he also belonged to Fruitvale Lodge No. 336, F.&A.M., Oakland Commandery, Knights Templar, Royal Arch Masons, and Aahmes Temple of the Shrine.

Wilkin is survived by his widow, Grace, a son, Stephen, and a sister, Mrs. Lois Meyer.

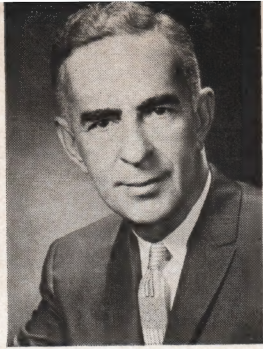
First Vice President Charles F. Jones has been appointed to fill temporarily the vacancy in the office of president, in accordance with the International constitution.

Jones first joined Local 870 in May 1935, has served on the executive board of the local union for several decades, and has been an elected official in the Alameda County local union for a number of years.

Since Wilkin's unexpired term was longer than six months, an election to fill the vacancy will be held within 90 days.



James A. Suffridge
President
Washington, D. C.



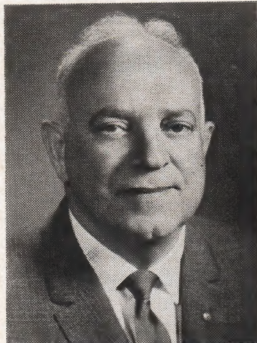
William W. Maguire
Secretary-Treasurer
Washington, D. C.

INTERNATIONAL OFFICERS

*Nominated for New Term
Commencing September 1, 1964*



Samuel J. Meyers
First Vice President
Washington, D. C.



Murray Plopper
Second Vice President
Washington, D. C.



James T. Housewright
Third Vice President
Philadelphia, Pa.



Earl D. McDavid
Fourth Vice President
New York, N. Y.



Peter L. Hall
Fifth Vice President
Atlanta, Ga.



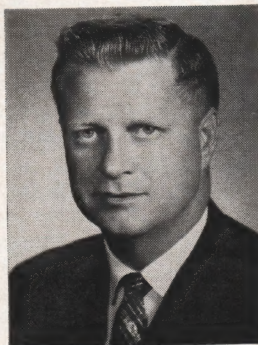
David A. Wade
Sixth Vice President
Ottawa, Ont., Canada



Charles J. Kelleher
Seventh Vice President
Seattle, Wash.



Ivan Morriss
Eighth Vice President
Cincinnati, Ohio



Charles R. Osterling
Ninth Vice President
Washington, D. C.



Donald E. Carter
Tenth Vice President
Los Angeles, Calif.

Government Will Review All Drugs for Effectiveness

DRUGS sold in the U. S. must have the power to produce the effects claimed for them in addition to being safe or they will be taken off the market under the new Food and Drug Administration procedures.

Included in the sweeping program to increase consumer protection are all drugs approved between

passage of the Federal Food, Drug and Cosmetic Act in 1938 and June 30, 1963, when the agency started to require periodic reporting and review requirements as a result of last year's Kefauver-Harris amendments.

Drug firms will have to submit all labeling and promotion, including inserts or brochures bearing direc-

tions or information for use, and must show that the clinical experience justifies the labeling.

If the clinical experience indicates the need, a supplement proposing changes in labeling for effectiveness disclosing side effects, warnings, or contraindications must be submitted.

About 9,000 new drug applications have been made to the Food and Drug Administration since 1938. About 6,000 of these were approved, FDA officials estimate. Of this 6,000, however, some are no longer on the market.

Officials indicated that they had no idea how many drugs would fail to meet the new regulations. Some of these might be taken off the market voluntarily by the manufacturers who would not want to take the chance of having their product rejected.

If FDA finds a drug is not effective, under the new regulations it could require relabeling or it could send the manufacturer a notice of a hearing on a proposal to force the product off the market. A manufacturer who disagrees with the government agency's decision can appeal directly to the U. S. Court of Appeals.

A deadline of March 27 was set for submitting comments on the new proposals. Final regulations will be issued after the agency reviews the comments.

Under the proposals, the holder of an approved new drug application or an antibiotic certification would have to submit within 30 days whether the drug is still being marketed and if not when it was taken off the market and why. This will permit the FDA to find out what has happened to every drug which has been approved. Officials say they have no idea how many have been removed from distribution and sale.

Within 90 days the rest of the information required under the new regulations must be submitted. The FDA could start taking action against the drugs after October 10 when the two-year grace period provided in the 1962 amendments expires.

Los Angeles Mental Health Program Featured on TV

THE psychiatric care program of Local 770, Los Angeles, California, was featured on the CBS television network during the Walter Cronkite news on Tuesday evening, January 21.

An estimated 40 million viewers saw the feature, which was made up of taped and recorded sessions between clinic psychiatrists and a number of patients who were not identified.

Dr. Phillip S. Wagner, chief of the Department of Psychiatry of the Southern California Permanente Medical Group, explained the development of Local 770's program. Interviewed by Charles Kuralt, CBS correspondent for the West Coast, Wagner explained that the case load of the clinic has steadily increased

since the mental health program was initiated by the RCIA local union three years ago.

CBS officials decided to do the network feature after learning that Local 770's psychiatric care program is the only one of its kind in the country today. The clinic has become a prototype for other unions and communities in the nation who are attempting to cope with the problems of mental illness.

Joseph T. De Silva, secretary-treasurer of Local 770, said that the psychiatric care program became an issue in the 1959 negotiations because of the belief that mental and emotional health provided through collective bargaining agreements can substantially help to build better communities.

"Reporter of the Year" Named by Contest Judges

MRS. Barbara Hamilton, ADVOCATE reporter of Local 324, Long Beach, California, has been named winner of the 1963 ADVOCATE Reporter of the Year Contest. She and her husband will collect the first prize of an all-expense-paid trip to Washington, D. C.

International President James A. Suffridge, in notifying her of the award, invited her to spend the week of April 6 in Washington. This exciting period will coincide with the National Cherry Blossom Festival in the capital city.

Competition for the ADVOCATE Reporter of the Year title was based on the appropriateness and impor-

tance of the monthly news stories submitted during 1963. ADVOCATE reporters also accumulated credit by submitting acceptable and usable glossy photos of local union activities.

The contest was initiated to stimulate greater participation in the ADVOCATE by RCIA locals unions and to provide an increased flow of news from the field. There was a noteworthy response from all parts of the RCIA's jurisdiction, and the judges had a difficult task.

Outstanding ADVOCATE reporters who placed as runners-up behind Mrs. Hamilton were Thomas J. Armstrong, of Local 1357, Philadelphia; Marge Bray, of Local 21, Newark, New Jersey; Marsha Moberg, Local 1086, Minneapolis, Minnesota; and Coralene Tubbs, Local 1460, Gary, Indiana.

San Francisco Food Contract Wages Are Tops in Nation

A JOURNEYMAN'S wage rate of \$131.40, to take effect January 1, 1966, and a pension of \$150 a month effective January 1, 1965, highlight the finest RCIA grocery contract, negotiated by Local 648 of San Francisco.

Secretary-Treasurer Claude Jinkerson states that a substantial pay increase of 33½ cents an hour taking effect between January 1, 1964, and January 1, 1966, will add a total of \$13.40 a week to the top journeyman's rate specified in the last contract.

On January 1 rates of pay for head clerks went to \$130.90 a week and that of journeymen clerks to \$123.40. On January 1, 1965, rates climb to \$134.90 for head clerks and to \$127.40 for journeymen. The final jump to \$138.90 for head clerks and \$131.40 for journeyman clerks takes effect on January 1, 1966, and continues to the end of the contract.

Effective January 1, 1965, both the health and welfare and pension benefits are boosted. The schedule of surgical benefits will be increased on that date and major medical

coverage will be raised to \$10,000 from the current \$5,000. The present "corridor"—the deductible fee that the members must pay before major medical takes effect—will be eliminated and similar coverage will be extended to dependents. Major medical benefits will become available after the plan's base benefits have been used.

It is estimated that the payroll costs to the employer of maintaining the present plan and adding the improved benefits is 4½ cents per hour per employee over the life of the contract.

The increase in the pension will raise the maximum retirement benefit to \$150 a month from the current \$100 a month. Provision will also be made for disability retirement on the same basis as that now provided by Social Security. The estimated cost to the employer for this benefit is set at 1½ cents an hour an employee.

To provide apprentices full exposure to a broad range of work assignment, thereby providing better training in the retail field, bag boy, carry out boy, and "Saturday boy"

classifications are eliminated.

All apprentices hired on or after March 1, 1964, will be subject to a one-year apprenticeship, accomplished in four steps. Each step will be a period of three months or of 520 hours.

The apprentices will be guaranteed full training within the year, including a full 13 weeks' exposure at the check stand and a full 13 weeks' assignment at shelf stocking. Rates of pay for apprentices will be 60, 70, 80, and 90 per cent of the experienced clerks' rate of pay.

Apprentices will be limited to one for every four full-time experienced clerks. One apprentice will be allowed in stores employing less than four full-time clerks. This one to four ratio will apply to Sunday and holiday work assignments.

Provisions regulating the employment of students are strengthened. A student clerk will not be employed for more than 24 hours a week and will not work on Sundays or holidays or during hours the store is closed to sales. The ratio of student clerks will be limited and they will be subject to all provisions of the agreement except the premium for part-time work and the minimum work guarantee. Students will start with a wage rate of \$1.80 an hour and will progress to a top rate of \$1.95 an hour in 1966 after 20 weeks of experience.

An effective penalty for "chisel time" has been gained in the new agreement. All time worked shall be reported in full as required by the contract and by state law. Any employee failing to comply strictly with the requirements for reporting time worked shall be subject to the same discipline that is followed with respect to any other violation of store rules or procedure. On any second violation of the reporting time provision by an employee, the employer will pay the claim for overtime to the employee and an equal amount into the health and welfare fund.

The splendid contract contains a firm prohibition against discrimination in hiring on grounds of race, color, creed, or national origin.

\$6 Million in Benefits Paid in N. California

RCIA members covered by the Northern California health and welfare fund received basic benefits in 1963 totaling \$6,041,800.

The last year's total amount was \$1,457,339 higher than in 1962 when total benefits paid by the fund came to \$4,584,460.

The increase was due partly to a larger number of clerks and dependents drawing benefits from the fund but it was also due to greater use by the average eligible member. Average expenditures per eligible member increased from \$330.86 in 1962 to \$370.82 in 1963, a gain of \$39.96.

More than half the year's benefits was paid in the form of hospital-surgical-medical benefits. The second major item was dental care,

while sick leave pay was the third most important benefit.

The table shows the benefits for 1963:

1963 Welfare Fund Benefits	
Hospital-Surgical-Medical	
Active	\$3,499,862.59
Retired	77,278.63
Life	203,000.00
Sick Leave	512,352.70
Pres. Drug	322,510.49
Annual Physical	33,915.55
Dental	
California Dental	
Service	1,265,158.68
Naismith	88,570.19
Lea	39,151.00
Grand Total	\$6,041,799.83
Average Per Eligible .	\$370.82

This is just one of the health and welfare plans negotiated by local unions chartered by the RCIA. There are hundreds of others, which gives some idea of the scope of union protection in this vital area.



Boston Members Approve New Department Store Contract

PLEASED ACCEPTANCE—Members of Local 711, Boston, Massachusetts, voted overwhelmingly to approve the newest contract with Gilchrist's Department store. Employees of the main store in Boston and branch stores in Stoneham, Medford, and Brockton benefit from the improvements negotiated by the bargaining committee. Wage increases amounting to 12 cents an hour each year of the three-year agreement were won. Other benefits include em-

ployer-paid Blue Cross and Blue Shield protection and the extension of the contract to part-time employees. The hall was filled to overflowing as members working in the branch stores hired buses to attend the meeting. The pact was negotiated by a bargaining committee headed by Harry Levine, business agent; Larry Gardner, recorder; Helen Tafe O'Donnell, president; Charles Warren, secretary-treasurer; and Patrick Coleman, vice president.

Consumer Price Index Is Completely Overhauled

THE Consumer Price Index has been completely revised to give an up-to-date picture of how city dwellers are spending their money nowadays.

The increased sensitivity of the new guide showed up in its first test. The revised CPI registered 107.7, while the figure computed on the old basis showed no increase in January, remaining at 107.6.

The changing pattern of consumer spending is indicated by the items added to the Bureau of Labor Statistics' new "market basket." These include window air conditioners, garbage disposal units, baby sitter and parking lot fees, the price of music lessons and of playing a game of golf. Used cars priced for the index will now include two-year-old cars instead of those from three to five years old.

To give a closer approximation of actual spending for goods and services by consumers the items priced were increased from 325 to 400.

The number of prices collected in a year was increased from 1.2 million to 1.5 million.

The number of stores and other outlets in which the prices are collected was increased from 37,000 to 50,000 and now includes discount houses and suburban stores.

Services of all kinds are given more weight in the new index and food is given less. That is because the typical wage earner's family is spending less for food and more for services than they did ten years ago.

Another major change is the inclusion of single men and women and the whole range of wage earners and salaried clerical employees in the survey.

Formerly the index excluded professionals, the self-employed and others outside the class of white and blue collar employees.

Basically, though, the index still operates in the same way. It compares the average price of an item with the average price in 1957-59.

It then expresses the current price as a percentage of the 1957-59 price.

For an example, an index of 107.7 means that it cost \$10.77 in January to buy the same products and services that cost \$10 in the 1957-59 period, which is used as the base of 100.

The Bureau of Labor Statistics began calculating the Consumer Price Index more than five decades ago. The list of items included in the market basket and the cities in which price data were collected have been updated several times during that period.

The first index was based on the 1917-19 period; a revision was made in the mid-1930's, covering expenditures in the years 1934-36; and the index was upgraded to a 1947-49 base, and finally to 1957-59.

Dr. Ewan Clague, commissioner of the United States Bureau of Labor Statistics, said that union members whose contracts contain a cost-of-living index can convert the old figure to the new by multiplying by a conversion factor.



DELIBERATIONS—The Executive Council of the AFL-CIO is shown during a business session at the mid-winter meeting. RCIA President James A. Suffridge is third from the right end of the table on the side facing the camera.

AFL-CIO Executive Council Calls for Shorter Workweek

APPROXIMATELY 3.5 million jobs would be provided by reducing the workweek to 35 hours and requiring double time pay for all overtime, the AFL-CIO Executive Council said at its mid-winter meeting.

This would go far towards providing the 80,000 new jobs a week needed during the '60's to achieve and sustain full employment.

In terms of reducing the workweek, the council's statement said, every one hour cut for full-time wage and salary workers would provide 500,000 new jobs, by conservative estimate. A reduction from the present 40 hours to 35 hours would provide 2.5 million jobs.

On overtime, an increase from time and one-half to double time would add an estimated 455,000 new jobs in manufacturing and approximately one million jobs in all.

The council commented, "The only socially responsible answer to organized labor's drive for a reduction of working hours is the practical achievement of job opportunities at decent pay for all Americans who are able and willing to work."

As long as the nation fails to

reach full employment, the council continued, "the AFL-CIO—the organized voice of the nation's working people—has no other alternative than to seek a cut in working hours and an increase in overtime pay."

Coming to grips with another major economic problem, the council called for a full-scale national investigation of the social and economic impact of automation. The body called on Congress promptly to set up an automation commission to begin to establish the needed balance between the technological revolution and the adjustments to automation that must be adopted if the country is to endure without vast disruption. The commission would be composed of leaders in industry, labor, and the executive and legislative branches of the government with power to take testimony under oath and to subpoena witnesses they wish to question.

The proposed commission could recommend economic policies that would make the new technology consistent with the goals of the Employment Act of 1946, as well as examining training, worker relocation, investment, and other programs

adopted by other nations to meet similar problems.

By bringing together in the commission the ablest men in public and private life there would be created a more general awareness of the human consequences of technological change. This would do much to make these changes smoother, more orderly, and humane.

The council concluded its statements by saying that the commission could help the nation to realize the great promise of the new technology while avoiding the kind of social havoc which followed in the wake of the first industrial revolution.

Supporting President Johnson's "war on poverty," the AFL-CIO Executive Council called on Congress to extend the Fair Labor Standards Act and to complete action on a comprehensive program of aid to education.

"Immediate congressional action to amend the Fair Labor Standards Act is needed to improve the lot of low wage American workers—as a fundamental step towards wiping out poverty," the council declared.

"Coverage of the Act must be expanded to protect as many as possible of those workers still excluded from the law. Moreover, the minimum wage must be increased to \$2 an hour, in order to provide workers with minimum incomes that more nearly approach a decent level of American family living in 1964.

"At present, 27 million of America's 44 million nonsupervisory, non-governmental workers are covered by the Federal Wage-Hour Law," the council said. It called for the extension of the Act to 2 to 3 million additional workers in restaurants, hotels, laundries, agricultural processing, cotton ginning, small logging operations, theaters, hospitals, and other health services, nonprofit organizations, farms, and merchant seamen.

The Senate was urged by the Executive Council to finish work on the civil rights bill. "The Senate in the past has too often been the graveyard of civil rights legislation; this cannot be tolerated again. The urgency of our times and the complete humanitarianism of this issue underscore this fact," the council said.

Anti-Air-Pollution Law Expected to Save Billions

THE recently-signed Air Pollution Bill should result in the saving of billions of dollars now lost in property and crop damage and incalculable losses because of health hazards, Senator Edmund S. Muskie recently estimated in an interview on "Washington Reports to the People," the radio show sponsored by the AFL-CIO.

Senator Thomas Kuchel—who also appeared on the program, heard on 700 radio stations—said that air pollution causes \$11 billion damage to property and crops every year. Of this, \$500 million damage is to agriculture. In Southern California alone the damage to crops is estimated at \$500,000.

Kuchel recalled that air pollution caused 4,000 deaths within a week in London in 1952 and 200 in New York City a decade ago. Emphysema, bronchitis, lung cancer, and other ailments are caused or aggravated by air pollution, the California senator asserted.

Years ago, said Muskie, smoke was the major problem, as in Pittsburgh, but the situation is complicated today because of pollutants from chemicals and automobiles.

"Many of the new pollutants," he declared, "are not visible, but [are] even more deadly. Often these pollutants are harmless for days, weeks, and months, but a sudden change in atmospheric conditions can change the concentration overnight into a lethal, deadly poison."

Kuchel reported that the situation in Los Angeles, one of the worst in the nation, is improving, "but we have a long way to go." California has a law requiring that automobiles be fitted with a device which, it is estimated, reduces their pollutants 25 to 30 per cent.

"This is a constructive beginning," Muskie commented. "The legislation just signed into law will set up a technical liaison committee of representatives of Federal agencies, the automobile industry, and the automobile fuel industry to work in this field. If we can lick the automobile problem, we will have made big steps in the problem of control." It also sets up a national research and development program.

Kuchel declared that with the increased urbanization the situation will grow worse unless it is acted upon without further delay.

U.S. Should Spearhead World Labor Standards, AFL-CIO Council Says

THE AFL-CIO has urged United States representatives to several international bodies to take the initiative in extending the concept of international fair labor standards throughout the world.

A United Nations conference on international trade and development which opened in March in Geneva and the general agreement on tariffs and trade meetings opening in May present opportunities for establishing the principle that "no nation has the right to base international trade competition on labor exploitation," the Federation's Executive Council said.

The Executive Council added that procedures should be adopted by the

international agencies to insure that "wages and working conditions in each country reflect a fair share of advances in productivity and technology. Only fair standards, with effective enforcement machinery, will assure continued access to world markets for all nations."

The concept of international fair labor standards was proposed originally by U. S. labor representatives in the mid-1940's. Their position was based on the idea that while labor standards are not the same in each country, there must be a general standard with machinery set up to insure improvement through fact-finding and international confrontation.

Concluding the council said that the answer is an international, many-sided agreement to make sure that the workers in both the developing and developed nations share in industrial progress and that competition is not based on labor exploitation.

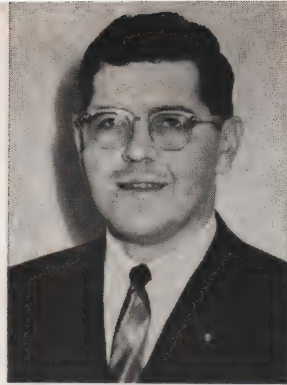
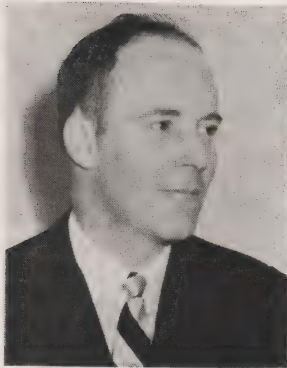


Ben B. Seligman, RCIA education and research director, represented the International Association at the recent Inter-American Conference of Directors of Trade Union Education in Mexico City. Conducted by the regional organization of the International Confederation of Free Trade Unions (ORIT), the meeting evaluated the labor education programs of the hemisphere's trade unions and called for closer coordination among them. The creation of an autonomous clearinghouse on labor education was urged to achieve effective liaison. The conference also recommended the establishment, under ORIT, of a labor college in Cuernavaca, Mexico, to train Latin American labor leaders in the principles and practice of democratic trade unionism.

The importance of young workers to the vitality of the international labor movement was one of the subjects of the first joint Advisory Committee on Youth Questions. Representatives of the ICFTU and numerous international trade secretariats met in Brussels to discuss the ICFTU program, which includes the right of association of young people, the need for vocational training, education, etc.

The urgency for organization of the young employee received special attention by Omer Becu, ICFTU general secretary. "The educational, work, and leisure possibilities as well as social and economic conditions have become such that in many parts of the world young people must be made to feel the need of joining a trade union," Becu observed.

The large numbers of young workers concentrated in white collar occupations in many parts of the world made the meeting's deliberations particularly significant.



TOKYO - BOUND — Waldemar Stack, former secretary-treasurer of Local 1453, Joliet, Illinois, will head the Asian regional office for the IFCCTE.

Right:
DESTINATION NIGERIA — Paul Barrette, a member of Local 324, Long Beach, California, will head the IFCCTE office in Lagos.



Below:
TO SAO PAULO — William Madeiros, formerly an International representative, has accepted an assignment at the Latin American sub-office in Brazil.



Left:
TO MALAYA — Fernande Audie, a member of Local 1435, Lynn, Massachusetts, will manage the IFCCTE office in Kuala Lumpur.

RCIA MEMBERS ACCEPT POSTS TO HELP OVERSEAS UNIONS

THREE members of the RCIA have been selected by the Executive Committee of the International Federation of Commercial, Clerical, and Technical Employees to establish regional offices for the white collar secretariat in Asian and African countries.

Selected for the difficult assignments were Waldemar Stack, secretary-treasurer, Local 1453, Joliet, Illinois; Paul Barrette, business representative, Local 324, Long Beach, California; and Fernand Audie, business representative of Local 1435, Lynn, Massachusetts.

The RCIA members will have complete day-to-day responsibility for the regional offices. Their responsibilities will consist of:

1. Encouraging the affiliation of existing white collar unions to the IFCCTE;

2. Assisting in the development of new nonmanual worker unions among commercial, technical and clerical employees in commerce and industry.

3. Programming and supervising labor education seminars to assist IFCCTE affiliates in developing the leadership to handle the growing de-

mands created by the expansion of unionism in these countries;

4. Assisting as advisors in the organizational activity of affiliates; and

5. Making themselves available to assist white collar unions in Asia and Africa in any way possible.

Prior to assuming their foreign duties, the RCIA members spent three weeks in Geneva at IFCCTE headquarters for briefings and orientation by Secretary-General Erich Kissel and Director of Regional Activities Charles Gray. They were accompanied to Geneva by Gerard O'Keefe, RCIA director of international and foreign affairs.

Waldemar Stack was assigned to a post in Tokyo, Japan. Until his selection for the position he had been a member of the RCIA for 12 years and had most recently held the position of chief executive officer of Local 1453. Stack is 35 years old, is married, and has five children. He holds a Master of Labor Relations degree from Loyola University and is acquainted with both Polish and Japanese.

Paul Barrette will be in charge of the IFCCTE office in Lagos, Nigeria. He is 40 years old, married,

and has two children. His education includes two years at Mt. St. Louis College in Montreal, Canada. An RCIA member for 12 years, he speaks French fluently.

Fernand Audie will establish the IFCCTE regional office in Kuala Lumpur, Malaya. A member of the RCIA for the past 14 years, he studied industrial relations at the University of Massachusetts. Audie is 36 years old, married, has two children, and is also fluent in French.

Meanwhile a fourth RCIA member, William Madeiros, has been chosen to open a subregional office in Sao Paulo, Brazil, to extend the activities of the IFCCTE in Latin America.

Medeiros, an International representative prior to his selection for the IFCCTE post, is 38 years old, married, and has four children.

He is a member of Local 345, with jurisdiction in the Rochester-Utica, New York, area, and joined the RCIA in June 1958. On his assignment, he will work under the direction of Jack Bernal, also an RCIA member, who heads the IFCCTE Latin American regional office, with headquarters in Lima.

Pay Boosts, Pensions Won in Akron Grocery Contracts

SUBSTANTIAL pay boosts, improved health and welfare and pension coverage, and other benefits have been won for members of the RCIA in the Akron, Ohio, area as a result of the latest contract negotiated by Local 698.

Employees of the Great Atlantic and Pacific Tea Company, Acme, Kroger, Loblaw's, and several independents are affected by the agreement.

Local 698's Secretary-Treasurer Larry Radabaugh says that wage gains amount to 24 cents an hour over the life of the agreement. The first raise of nine cents an hour was retroactive to October 1963, and subsequent raises of 15 cents an hour will bring wage rates for experienced clerks to \$2.73 in October 1965.

Beginning July 1, 1964, employees will make a contribution of \$13 a month to the health and welfare trust fund for all part-timers, re-

gardless of how few hours are worked, and \$20 a month for all employees working more than 30 hours. Only high school students are exempted from the health and welfare coverage.

These contributions will allow the comprehensive health and welfare plan to be extended to part-timers and dependents. The new sick benefits will provide two-thirds of the employee's weekly earnings for 26 consecutive weeks for each illness.

Also provided for the first time are prescription and dental benefits, and dependents are included in the dental coverage. Also included in the expanded health and welfare plan is an increased life insurance benefit and a more generous surgical schedule.

Pensions of up to \$175 a month maximum will become effective October 1, 1965. Pension payments are based on a formula of \$5 per month pension for each year of em-

ployment. The right to a pension is guaranteed after 15 years of service and age 50. Employees, if they so choose, may retire at age 55 under an early retirement provision.

The pensions are completely portable within the jurisdiction of Local 698. For example an employee could work five years for Acme, five years for A & P, and five years for Kroger and would be guaranteed a pension for life beginning at age 50.

Other benefits include an eighth holiday, to be taken between January 1 and April 30, and a fourth week of vacation after 18 years instead of the previous 20 years.

Secretary-Treasurer Radabaugh says that the Acme contract covers supermarkets in Summit, Portage, and Stark Counties; the A & P and Kroger agreements cover supermarkets in Summit, Portage, Medina, Stark, Ashland, Tuscarawas, and Columbiana Counties.

Welfare and Pension Plans Grew at Fast Pace in 1963

PPRIVATE welfare and pension benefit plans held assets of \$66 billion in 1963, while government retirement plans had reserves of over \$40 billion, and Social Security trust funds accounted for another \$20 billion.

At the present growth rates, the assets of private plans should reach \$100 billion by 1970. This would then represent one of the largest concentrations of investment accumulation in the United States.

These figures are contained in the annual report to Congress on the administration of the Welfare and Pension Plans Disclosure Act by the Department of Labor.

Secretary of Labor W. Willard Wirtz said that altogether a third of our labor force has a stake in plans to provide them with hospital, surgical, or medical care, and to assure them an income in the event of sickness, accident, disability, or unemployment. Twenty-two million employees participate in these plans,

a figure that does not include the family members covered as beneficiaries.

About two-thirds of all welfare plans provide hospitalization. Surgical benefits are included in three out of five of the plans; life insurance is provided in about 60 per cent, and medical care in half the plans.

Included to a lesser extent in descending order of frequency are accidental death and dismemberment, accident and sickness, dental care, paid sick leave, and unemployment. Four-fifths of the plans provide multiple benefits. Retirement for age or service provisions are in nearly all pension plans; death benefits are a feature of four-fifths of the plans; and retirement for disability in nearly three-fourths.

The Labor Department's report showed that although the growth of employee benefit plans has moved forward steadily, their spread has been uneven. They have most benefited workers in major industries and in metropolitan areas. Those in smaller towns and cities and marginal industries are less frequently the beneficiaries of such plans.

Business Outlook Marked by Optimism

BUSINESS is going to keep getting better and better with record sales and profits, according to a poll just conducted by Dun and Bradstreet.

In fact, businessmen's responses to the questioning was the most optimistic in the 16-year history of the survey. Two-thirds of 1,562 business executives responded to the questions, and not one in 20 saw a decrease in net sales or profits compared with the second quarter of 1963.

Over a third of those interviewed —35 per cent—anticipated an increase in inventory levels. However, more than half saw no change in inventories during the second quarter. Seventeen per cent predicted an increase in number of employees over the number hired in the second quarter of 1963.

No doubt the sunnier outlook was triggered by the recent tax cut and the resulting upsurge in business conditions that are expected.



DEPRIVATION—President Johnson, in his war on poverty, is determined to dry up pockets of poverty such as the one shown above. According to government estimates approximately a fifth of the nation lives in want of necessities. Farm Security Administration photograph by Arthur Rothstein from a negative now in the Library of Congress.

"Poverty War" Can Be Won

THE United States has the resources to win the unconditional war on poverty declared by President Johnson in his state of the union message.

But the fight will not be an easy one, and will require the marshalling of vast sums of money and imagination, says an expert in the field.

Assistant Secretary of HEW, Wilbur Cohen, in a major address at Georgetown University, said that the crucial place to break the chain of poverty afflicting millions of our citizens is among the nation's young.

"About one-third of all poor persons are children under the age of 18. Among the poor, children are nearly twice as numerous as are aged persons. About one-fifth of all children in the country are starting life in a condition of inherited poverty."

Against this background, Cohen commented, "Of all the measures that may have a long-run effect in overcoming poverty and dependency, education is probably the most crucial. The University of Michigan study . . . found that over half of the heads of poor families were unskilled laborers or farmers. Today's rapidly changing technology requires more and more of the highly skilled and educated. Levels of skills that were sufficient for yesterday's labor market are marginal today.

"Investment in education bears dividends in the form of increased productivity and national growth. Professor Schultz, of the University of Chicago, has estimated that about 40 per cent of the Nation's economic growth in recent years may be attributed to education. On the other hand, failures of our educational system breed failures in our social and economic system; delinquency, unemployment, loss of productive power and purchasing power, and increase in tax-supported assistance payment are examples. The loss of only one year's income due to unemployment is more than the total cost of 12 years of education through high school. Failure to improve educational performance is thus not only poor social policy, but it is poor economics."

Cohen, however, emphasized that the causes of poverty are very complex, and that it will not be eradicated easily.

Here are the groups that make up the fifth of the nation which lives in poverty, if you accept as a definition those families whose incomes meet only 90 per cent of their basic and irreducible needs:

"Of the 10.4 million families classified as poor by the University of Michigan study, over one-fourth were headed by a person aged 65 or over; over one-fourth were nonwhite; about one out of six was

headed by a disabled person; about one out of eight was headed by a single parent—usually a mother—with children. Unemployed persons headed about one out of nine families. Many of these categories overlap, of course. For example, nearly one-third of the poor aged heads were also disabled. Nonwhite comprised over two-fifths of the broken families, and almost 30 per cent of the unemployed families living in poverty, although nonwhites made up about 11 per cent of the population in 1959."

Emphasizing this he noted that low incomes and low earning power are usually of long term duration, and that there is a strong tendency for poverty and dependency to perpetuate itself between generations—clearly showing that stopgap or crash programs do no more than alleviate poverty.

Cohen declared that the causes of poverty can be eliminated only by a concentrated and simultaneous attack on all aspects of poverty, if our aim, as expressed by President Johnson, is "not only to relieve the symptoms of poverty but to cure it—and above all to prevent it."

Declaring that the United States has the productive capacity to provide an adequate level of living for all of its citizens, Cohen continued, "Moreover, raising every individual and family now living at below subsistence levels to at least a level of subsistence could be accomplished without any basic changes in our economic system. And when we consider that 4 million workers and 13 per cent of our industrial capacity are not being utilized it is apparent that this country has the capacity and the opportunity to face the problem of poverty and its attendant social evils squarely and to attack it."

To achieve this goal, Cohen set forth a comprehensive program:

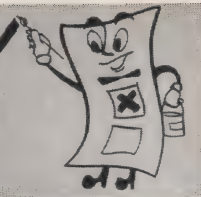
Increased economic growth, to create more jobs and raise productivity, must have the highest priority.

A greater emphasis on education is crucial in the long-term campaign.

Improved prenatal care and medical care and attention to the nutritional needs of the young will reduce the burdens of infant mortality, illness, and malnutrition.

Better housing, slum clearance,

(Continued on page 27)



"One Man—One Vote" Dictum Extended by High Court

THE ideal of "one man—one vote" has been brought closer to reality by a recent decision of the United States Supreme Court.

Declaring that congressional districts must be as equal in population as practicable, the High Court gave Federal courts the authority to see that state legislatures change the boundary lines of congressional districts that are unreasonably lopsided in terms of population.

"While it may not be possible to draw congressional districts with mathematical precision, that is no excuse for ignoring our Constitution's plain objective of making equal representation for equal numbers of people the fundamental goal for the House of Representatives," the opinion of the majority of the justices declared.

No guidelines were set forth to determine how precise apportionment should be. But the Court has insisted that, as regards population, no congressional district should vary by more than 20 per cent from the average district in its state.

If the Court were only to prohibit population disparities of more than 2 to 1, the congressional districting of 13 states with 132 representatives would be in jeopardy. These are Arizona, Colorado, Florida, Georgia, Indiana, Maryland, Mississippi, New Jersey, Ohio, Oklahoma, South Dakota, Tennessee, and Texas.

Michigan's current districts would also place it in this group, but the state has already passed a congressional redistricting law which is due to go into effect with the 1964 elections. (Figures represent the total number of representatives in the states potentially affected, not the actual [and much smaller] number of districts showing the indicated disparities.)

Even if strictly applied the Court's

new standard should not cause a major shift in the number of urban, suburban, and rural districts of the Congress. There would probably be a net shift of only 16 seats of the 435. Predominantly urban areas would gain six additional congressmen (mostly in the South) while the predominantly suburban areas would gain ten at the expense of 12 rural and four currently mixed districts. States chiefly affected by such redistricting would be Alabama, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Louisiana, Maryland, Michigan, Ohio, Oklahoma, Pennsylvania, Texas, Utah, Washington, and Wisconsin.

More difficult to assess is the potential impact equally-populated districts would have on current party strengths in the House of Representatives. The current House strength is 257 Democrats and 178 Republicans. It must be remembered that the same legislatures which created the currently imbalanced districts in many states will be creating new ones and even if they make district population substantially equal they can "gerrymander" district boundaries to achieve the optimum distribution of their own party's voting

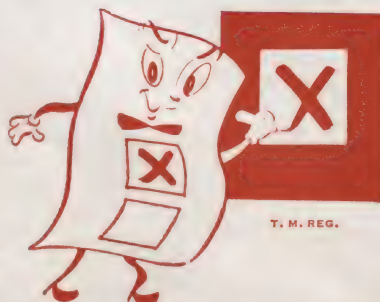
strength. Unfortunately the Supreme Court decision made no reference whatsoever to the shapes (as opposed to population) of congressional districts.

Further the decision's effect on the 1964 elections may well be limited to the states of Georgia, Maryland, and Texas, where lower Federal courts have already made tentative decisions declaring House districts illegal because of unequal population. It is estimated that by 1966 as many as half of the states of the union may be required to redistrict their House seats to bring them into line with the Constitution's requirements as set down by the Court.

Over a period of years the Supreme Court decision should cure inequities of long-standing. At present the population of congressional districts ranges from a low of 177,431 in the Twelfth District of Michigan to a high of 951,527 in the Fifth District of Texas. Georgia's Fifth District, the birthplace of the case decided by the Court, includes 823,680 persons. It is interesting to note that nearby Georgia's Ninth District has only a population of 272,154, and the state average is 394,312. In many states the spread between the largest and the smallest district runs into the hundreds of thousands.

Praising the Court's decision, Active Ballot Club Director Charles B. Lipsen said, "This is a major step in advancing our national ideals of democracy. The weighting of congressional districts to give to one man's vote a value as great as that of seven, eight, or ten other Americans was immoral and has long needed correction.

"RCIA members should work to correct other inequities that interfere with the fullest expression of our form of government."



T. M. REG.

**Bad Politicians Are Elected
By Good People Who Do Not Vote**

Do Not Subsidize Sears Anti-Union Policies

SEARS, ROEBUCK & Co. is an acknowledged enemy of collective bargaining and spends large sums of money every year to fight its employees' desire for union representation.

There is a very simple reason for this. In the absence of union contracts, Sears is free to pay its employees less than their services are worth and to pocket the difference to feed their massively swollen profits.

The vouchers illustrating this article show the pay of a Sears' clerk for two typical weeks last year. Notice the net amounts—\$30.40 for 32 hours work, \$32.78 for 33.9 hours—less than \$1 an hour in take home pay!

The Sears consumer boycott was initiated to bring these facts to the attention of the public, and it is continuing with the purpose of effecting a change in the company's anti-union policies.

The consumer boycott committee is convinced that when the public becomes aware of the cold-blooded nature of Sears' exploitation of its employees they will confine their patronage to organized stores.

Union members in particular are giving aid and comfort to anti-union forces when they shop at Sears. Their union-earned money is, in effect, subsidizing a management bent

334		4258		960		60				3278									
WRS	AMOUNT	INCOME AND FOA R TAXES	OTHER TAXES	PROFIT SHARING	HOSP. GR. INS.	ACCOM. ACCTS	SALARY ADV.	U. S. BONDS	*	OTHER	NET AMOUNT PAYABLE	U. S. BOND ACCOM.	COMMENTS						
TOTAL EARNINGS FROM SEARS		TAX DEDUCTIONS REQUIRED BY LAW		OTHER PERSONAL DEDUCTIONS															
3		4		5	6	7	8	9	10	11	12	13	14	15	16	17			
NO. 3 INCLUDES TOTAL WAGES, COMMISSIONS, PREMIUMS, VACATION, HOLIDAY AND ILLNESS PAY. NO. 9 NOT DEDUCTED FROM ILLNESS PAY. NO. 8 DEDUCTIONS FOR HOSP. INS. IN 2ND WEEK, GRP. INS. IN 4TH WEEK.																			
SEARS, ROEBUCK AND CO. EMPLOYEE'S STATEMENT OF EARNINGS AND DEDUCTIONS. RETAIN FOR YOUR RECORD.																			
JUL 13 1963 PAY FOR WEEK ENDING																			
GROSS SALES																			
RETURNS CANCELLATIONS																			
NET SALES		4000		900		60													
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TOTAL EARNINGS FROM SEARS		TAX DEDUCTIONS REQUIRED BY LAW		OTHER PERSONAL DEDUCTIONS															
3		4		5	6	7	8	9	10	11	12	13	14	15	16	17			
SEARS, ROEBUCK AND CO. EMPLOYEE'S STATEMENT OF EARNINGS AND DEDUCTIONS. RETAIN FOR YOUR RECORD.																			
JUN 15 1963 PAY FOR WEEK ENDING																			
GROSS SALES																			
RETURNS CANCELLATIONS																			
NET SALES																			
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OVERWRITES, PRIZES, ETC.																			
TOTAL																			
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INDIVIDUAL BARGAINING—The vouchers, illustrated above, show the level of wages in an unorganized Sears Roebuck store. As you can see, the take-home pay is less than \$1 an hour. The name of the employee is concealed to prevent reprisals by the corporation.

on the destruction of unions and the eradication of gains made over decades of striving for a decent life.

The consumer boycott has gained world-wide attention and has the support of the AFL-CIO and the International Confederation of Free Trade Unions. It will continue until the reasonable conditions laid down by the Executive Council of the AFL-CIO are met. These are:

1. Sears agrees to recognize the

right of its employees to join or not to join a labor union, without interference, coercion, or restraint by the company or any of its employees, representatives, or agents; and

2. Sears agrees to bargain in good faith where the Retail Clerks International Association has won the right to represent its employees through the democratic processes outlined by the U. S. government.

Work Injuries Increased During the Past Year

DISABLING work injuries in the United States rose above 2 million in 1963, after holding below that level for ten years. The increase was computed at 1.5 per cent over the 1962 level. This was nearly identical with the rate of growth in the employed civilian labor force.

Each injury included in the estimates disabled a worker for at least one full day after the day of the injury.

Fatal accidents increased 3.6 per cent from 13,700 to 14,200, according to figures prepared by the U. S. Department of Labor and the National Safety Council.

In addition to the 14,200 deaths, approximately 84,800 injuries resulted in some permanent impairment, ranging from the partial loss of the use of a finger or toe to the complete inability to work at any gainful employment. The majority of the injuries—1,921,000—were temporary disabilities with no permanent impairments.

Despite the short term increase, the long term trend has been more favorable. In 1963 the employed labor force was more than 10 per cent greater than in 1953, but disabling injuries were up only 1 per cent.

By the end of the past year, the 2,020,000 injuries had already produced approximately 42 million man days of disability. But when future losses of potential work time resulting from these injuries are taken into account, the ultimate total will be approximately 171 million man-days of disability. This is equivalent to a year's full-time employment for about 551,000 workers.

In retail trade, the volume of injury to employees shared in the general increase.

There was no definite industry pattern that contributed to the rise in work injuries. The greatest increase in injuries was in the finance, service, government, and miscellaneous groups.



VISALIA, CALIFORNIA—Mrs. Pearl E. Liff, member of Local 1288, Fresno, smiles as she receives her first monthly check for \$126.29 from the joint union-industry retirement fund, presented by Local President George Kisling. Her pension benefits include a cost of living clause and health and welfare coverage for herself and her husband.

IT PAYS TO BELONG TO THE RCIA



LAFAYETTE, INDIANA—Mrs. James D. Moore, the widow of an RCIA member, is shown receiving a check for \$5,000 from Local Secretary-Treasurer Harold J. Hewitt. The check is the first large claim paid from the local union's newly-negotiated health and welfare trust fund.



APPLETON, WISCONSIN—Roger Larsen, a member of Local 214, Oshkosh, Wisconsin, is shown receiving a check to reimburse him for time lost because he was not called in on the basis of his seniority. Presenting the check, amounting to \$143.75, are Glen Jacques, secretary-treasurer, and Ken Geroux, president of the RCIA local union. Larsen smiles at right as he receives the remittance.



LONG BEACH, CALIFORNIA—Member Jack E. Matheny, center, receives from Local 324 Secretary-Treasurer Arthur Z. Berland and Dorothy Zenor of the Claims Department a check for \$2,072.50 which the local union collected for him as a result of an on-the-job injury. In addition Brother Matheny will receive a total sum of \$21,000 at \$52.50 a week for 400 weeks, and thereafter a life pension of \$48.46 per week.

NOT FORGOTTEN—Children residing at Abbott House examine a part of the supplies donated by members of RCIA Local 1665. From left are Ruan, Pat, Obe, and John.



South Dakota Local Union "Adopts" Children's Home

MEMBERS of RCIA Local 1665, Sioux Falls, South Dakota, have "adopted" Abbott House, a temporary home for children from disrupted families, as part of their community services program for 1964.

Abbott House, located in Mitchell, is administered by the South Dakota Children's Aid. It offers a haven for children between four and 12 years of age until they can find permanent foster homes or can return to their own homes under improved conditions.

In approving the project just before Christmas, the RCIA members directed their initial effort towards furnishing the children with needed items. To accomplish this, all stores under contract were asked, and agreed, to act as storage centers and pick-up points for donations of clothing, furniture, food stuff, toys, and similar items. Members of the local union then transported the donations to the home.

International Representative Harvey Benson, working with Local 1665 on the project, estimated that the first response resulted in the contribution of more than 1500 separate items.

In addition, during the year members in each store will sponsor one or more of the children, remembering them on holidays and birthdays, visiting them, and helping them in every possible way to develop their confidence in society and the world of adults.

Local 1665 also hopes to finance several major purchases for the home during 1964, within its capability of doing so, as well as engaging in other activities.

The children's home has served



HELPING HAND—Residents of Abbott House pitch in willingly to unload the supplies sent by members of the RCIA in the Sioux City, South Dakota area. From left: Ruan, Pat, Dean, Obe, and John handle the supplies while Harvey Benson, International representative, and W. Pickering, Abbott House director, look on.

as a refuge for children throughout the state of South Dakota. It was founded during the depression and the dust bowl years which fell across the lives of thousands of South Dakota children like a pall.

Believing that public financial aid to these children did not properly sustain their minds and souls, a group of public-spirited people banded together to found Abbott House. In the intervening years the home has been supported completely by private sources.

Announcing Local 1665's participation in the project Benson said, "It is hoped that through the project the union will be able to introduce Abbott House to its members outside of Mitchell and to the public as well and make known the needs and good work of the institution."

Local 1665 serves members in Worthington and Marshall, Minnesota, and Sioux Falls, Mitchell,

Huron, Pierre, Watertown, and Madison, South Dakota.

Marie Dodds, president of Local 1665, said, "It is just as proper for our local union to use its collective ability to aid those less fortunate than ourselves as it is for us to use our collective abilities for collective bargaining purposes and economic improvement."

Perry Pickering, director of South Dakota Children's Aid, welcomed Local 1665's action in these words, "The unsolicited offer of the Retail Clerks International Association is a pleasant surprise, coming as it does at the beginning of the holiday season. Constantly we are amazed at the great variety of items and necessities required to meet the needs of these neglected and deprived boys and girls. And we are highly grateful for the interest of all who help make the meeting of those needs possible."

CRAZY HORSE MONUMENT

The World's Largest Statue



GRAND PROJECT—At left is a scale model of the monument to Crazy Horse, the Indian chief who defeated Custer. At right, sculptor Ziolkowski (center) works with his assistants on the project.

SEEMINGLY remote and forbidding, the southwestern corner of South Dakota is overflowing with a rich abundance of history, monuments, and national parks.

Within a short distance of Rapid City are Mount Rushmore—with its massive sculptures of Washington, Jefferson, Lincoln, and Theodore Roosevelt—Wind Cave National Park, and Fossil Cycad, Jewel Cave, and Badlands National Monuments.

The nearby Black Hills were the scene of one of the country's largest gold rushes and the site of Custer's last stand.

Appropriately against this vast backdrop the world's largest sculpture—a work to stagger the imagination—is being hewn out of a mountain.

Working with dynamite and a bulldozer, Korczak Ziolkowski, an American-born sculptor and ambitious dreamer, is tearing into the 6,600-foot Thunderhead Mountain to carve a memorial to the Sioux Indian leader, Chief Crazy Horse.

The statue itself will be a warrior with an outstretched arm mounted astride a horse. Carved in the round, it will be atop the 6,600-foot Thunderhead

Mountain, and will be 641 feet long and 563 feet high.

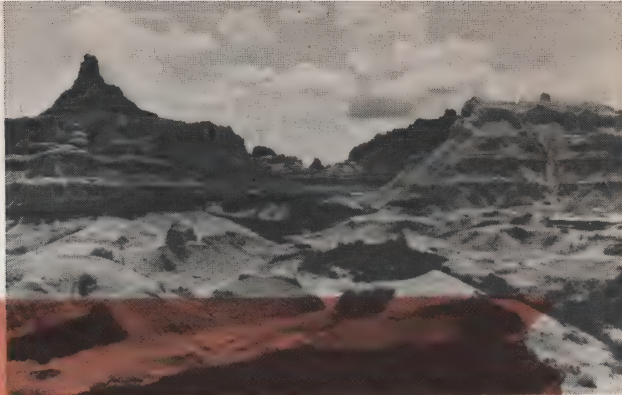
A 12-room house can be placed inside each of the horse's nostrils; a 10-story building will fit between the warrior's outstretched arm and the horse's mane; four battalions (4,000 men) will be able to stand on the arm which will be 313 feet long by 136 feet wide.

The monument will dwarf Mount Rushmore, only 22 miles away. It will also be far bigger than the Washington Monument, the Pyramid of Gizeh, and the Colossus of Rhodes.

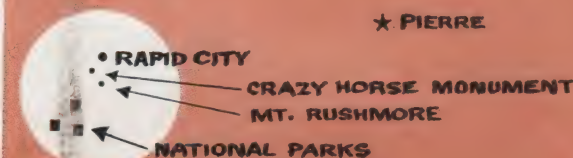
The work on Crazy Horse was agonizing at first. Sculptor Ziolkowski says, "It was just a mining operation." He and two assistants climbed the stairs or rode a jerky, pulse-stopping home-made cable car to the top each day to drill and blast. Using bars, they pried the shattered rock off a 600-foot precipice.

Through 1949, Ziolkowski had taken 97,000 tons of rock—almost a third as much as had come off Rushmore in the 13 years it was in the making—and the result was barely visible.

Tourists who came to Crazy Horse could not see much more than a slight notch in the top of the



SOUTH DAKOTA



TREASURE TROVE—The map shows the location of a rich concentration of monuments and parks in South Dakota. The photo at right above is typical of the dramatic scenery.

mountain from where they stood 4,800 feet away.

From the day of his arrival in the Black Hills, Ziolkowski has been setting the stage for his dream of the world's largest sculpture. He purchased the mountain in 1947 and blasting began in 1948. Groundwork for the memorial included building a log cabin home for his family, the logs cut from the timber near Thunderhead. Next, he built a wooden stairway to the top of the mountain—741 steps, equivalent to a 36-story building, each piece of lumber and every nail carried up the mountain by the 53-year-old sculptor.

Financing the colossal work of art is a touch-and-go operation. Ziolkowski has refused federal assistance in the amount of \$10 million in order to maintain the project as a private enterprise. He feels that this is necessary for an additional dream which includes providing a 50 million North American university and medical center for the welfare of the North American Indian.

Working in every conceivable type of weather, Korczak climbs the mountain before daylight, and often works late evenings in his cabin or studio. In the studio are some of the art objects he has created in the past, including a half-ton bust of Paderewski, which won the First Sculptural Award at the 1939 New York World's Fair. A 300-pound scale model of the Crazy Horse project is also on display to tourists who stop at the Memorial. During the recent summer season, visitors paid approximately \$30,000 in entrance fees. However, expenses last year amounted to almost \$44,000.

Definitely a non-profit enterprise, the deficit each

year is carried by two saw mills and a dairy herd Korczak maintains. The first saw mill was purchased for his wife, Ruth, and the success of this venture enabled him to design and build a second mill nearer the mountain. The dairy herd not only provides an additional income for the project, but also supplies milk for the Ziolkowskis' nine children.

When Crazy Horse is completed, it will be the world's largest sculpture. But will it be completed in 1978 as Ziolkowski estimates? Some say it will take another 25 years; others say it will never be completed. An outstretched arm and the head of the Indian are now partially visible. Next, the horse's head and the bodies of both Indian and horse will be carved. According to Korczak, the million and a half tons of granite removed represent only one-fourth of the total amount of unwanted granite.

Dreams and ambitions of many men have been responsible for fantastic accomplishments. Korczak Ziolkowski, an ambitious dreamer, a giant in the sculpturing world, dreams only of accomplishing a gigantic work of art, a tribute to the North American Indian.

Nearby Rapid City is the home of Local 216 of the RCIA. Headed by Secretary-Treasurer Anna Schulte and President Raymond Fracek, Local 216 illustrates the extent of the RCIA's saturation of the nation's retailing. Not only is the public served by RCIA members on the main streets of the largest cities in the United States and Canada. In many small towns off the superhighways, members of the Retail Clerks International Association are the only trade unionists that many citizens ever meet.

Notes
for

organizers and
negotiators

The Consumer Price Index, now completely revised by the Department of Labor, rose in January to a record high of 107.7. Increased food prices and gasoline costs were the major elements in the jump during the month. It is hoped that the new Index will reflect more accurately prices actually being paid now by city consumers.

The Canadian Consumer Price Index rose to 134.2 in December—an increase of 0.1 per cent from the previous month's figure of 134.0. The Index for food, housing and clothing went up, although transportation and health costs dropped somewhat. The new Index indicates that consumer prices in Canada are 34 per cent greater than the base year of 1949.

Maxam Inc., a New England-based discount chain, was reported to have sold four of its Buffalo, New York outlets to Kings Department Stores. The Maxam firm indicated that it would continue to operate its store in Colonie, New York, near Albany. The company confirmed reports that four Alabama stores will be spun off also. The company is also planning the disposition of a number of other southern units.

Community Discount Centers of Chicago, Illinois, reported going into the black for the third quarter ending October 31, 1963, as compared to a loss for the same period in 1962. The company reported that November showed an 8 per cent sales increase with December registering an increase of just below that. The possibilities of ending the year in the black were greatly enhanced, according to company reports. Sales for the third quarter were \$7.1 million.

Miller Wohl Company, depart-

ment store chain, reported December sales rose 4.2 per cent to \$8.6 million from \$8.3 million for the same month a year ago. Sales for the five months ending December 31 were up 6 per cent, to reach \$27.0 million from \$25.5 million in the comparable 1962 period. For the 12-month period sales increased 5.5 per cent.

F. W. Woolworth Co.'s sales and earnings reached all-time highs in 1963. Net profit for the year was \$51 million—an increase of 5.2 per cent over the \$48.4 million sales figure of 1962. Consolidated sales climbed to \$1.1 billion or 6.5 per cent above the figure recorded the preceding year. Sales included those of the G. R. Kinney shoe chain, which was acquired by the F. W. Woolworth Company in August of last year.

Montgomery Ward reported that sales for the four-weeks ended January 1 rose 14.6 per cent to \$186.5 million from a level of \$162.8 million in the like period a year earlier. For the 11 months ended January 1 sales amounted to \$1.4 billion, up 4.3 per cent from the \$1.3 billion figure for the comparable year earlier period.

S. H. Kress, now a subsidiary of Genesco, reported that sales for the 52-weeks ended December 31 increased 5.6 per cent to \$158 million from \$149 million a year earlier. Sales for the five weeks ended December 31 were up 3.6 per cent to \$31.9 million from the \$20.8 million figure a year earlier. The figures include sales of V. J. Elmore Inc., which was acquired in January 1963. The variety store chain had 348 units in operation at the year's end, compared with 272 at the close of 1962. Now that Kress has been absorbed by Genesco, sales figures will no longer be released.

Von's Grocery Company, California-based chain, reported that its earnings and sales rose to new highs in 1963. The 84-unit chain reported net profit of \$4.9 million for the year ended December 29. This was an increase of 11.7 per cent from the \$4.4 million figure reported in 1962. Sales rose 9.5 per cent to reach \$232.3 million for 1963, compared to \$212.2 million a year earlier. The firm opened six supermarkets in new locations during the year while rebuilding two stores on existing locations.

Purity Stores, 92-unit Northern California chain, reported that 1963 earnings increased 33 per cent over 1962. Net earnings were \$688,257, up from \$513,923 the year previous. John R. Niven, Purity's president, said the company's renewed expansion plan will be continued in 1964. He added that he looks for 1964 earnings to improve at a rate "at least equal" to the improvement of 1963 over 1962.

King Kullen Grocery Company listed a 10.3 per cent sales gain for the 20-week period that ended February 15. Sales for the interval totaled \$27.2 million, compared with \$24.6 million in the corresponding period a year ago. President James Cullen told stockholders that the company planned to open four markets in the present fiscal year. One will be in Queens County, two in Nassau, and one in Suffolk, New York.

Ralph's Grocery and Piggly Wiggly California Company are experimenting with a credit system, which may be extended to all their stores if it is successful. According to the trade paper, "Supermarket News," Ralph's is using the credit system on a six-month experimental basis in its San Marino store. Piggly Wiggly is testing the program in its Continental store in Encino.

Daitch Crystal Dairies, 103-unit chain, has opened two discount ventures. The second commenced business in February in Norwalk, Connecticut. The unit was given the name Shopwell. The chain's regular supermarkets operate under the Daitch-Shopwell name.

Photos courtesy National Cotton Council.

Below:
TOWN AND TRAVEL—This long-jacketed suit in an eye-catching check was designed by Ernst Strauss.

VERSATILE COTTON—Katy Sue Meredith, the 1964 Maid of Cotton models her regal wardrobe. From left are Emma Domb's formal with scoop neckline; a floating dancing dress designed by Mort Mogel for Parnes Feinstein; a versatile date ensemble in sparkling white cotton ottoman, designed by Harold Levine, and an Empire beaded gown by Celia Phillips.

Cotton

A GREAT TRAVEL COMPANION

THE young lady pictured here is making a gala 'round-the-world tour singing the praises of that well known "miracle fibre"—cotton. She is Katy Sue Meredith of Andalusia, Alabama, the 1964 Maid of Cotton.

Lucky Katy Sue travels with an all-cotton wardrobe created for her by some of America's leading designers. The cotton fabrics themselves are a tribute to the industry.

Cotton has always been an all American favorite, and this year's crop will be of interest to Katy Sue's audience at home and in all of the cotton-oriented cities she will visit abroad. She will be wearing cottons that look like silk, wool, linen, and best of all cotton. Such fabrics as tweed, chiffon, lace, tricot, ottoman, voile are just a few that American women will be seeing on the fashion runways and in their fabric shops.

The Maid's wardrobe emphasizes beautiful dressy clothes and handsome tailored suits and ensembles. There are several long formal dresses this year. These may be enhanced by jet beading or Schiffler floral embroidery. A short formal of all-cotton white lace shows the trend toward figure fitting clothes. It has a natural waist line, low scooped neckline, and bouncy flounce skirt.

Another romantic date dress is of novelty woven cotton, printed in sunny garden flowers. It is styled with a flattering neckline that is draped in the front and dips to a deep "U" in the back. Three tiers of ruffles shape a feminine skirt.

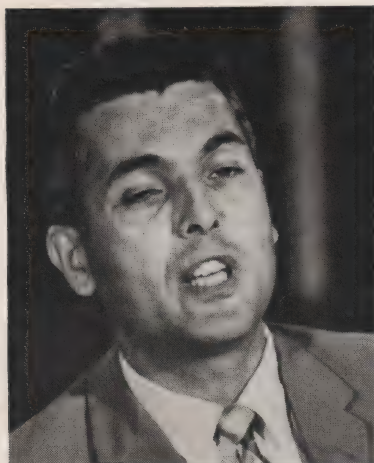
A sparkling white ottoman ensemble conforms to the dictates of high fashion with gentle shaping of both coat and dress and a slightly lowered waistline.

The cotton tweed suits are in bold checks with a slim silhouette. One in bold black and white has the new longer jacket and is finished with a black cotton velvet collar. Another suit with a boxy, buttoned jacket comes in a muted color scheme of artichoke green, white, and beige tweed.

To prove that this year is the year of the wandering waistline, an ensemble of vibrant pink and green print on lustrous textured cotton has an easy jacket and dress and a higher, almost Empire, waistline.

And how does this cotton wardrobe travel? That's the best part of all. Cottons today are treated with such marvelous crease and soil resistant finishes that it's a breeze to go around the world with 45 new outfits—that is if you have 20 pieces of luggage like Katy Sue Meredith!

Claude Fernandez Honored for Community Services Work



GOOD CITIZEN—Claude Fernandez, president of Local 428, San Jose, California, was honored at the National Conference of United Community Funds as an outstanding trade union official who was also an outstanding volunteer worker for the cause of federated giving.

CLAUDE FERNANDEZ—president of RCIA Local 428, San Jose, California, and chairman of that city's Community Services Committee—was one of four labor leaders honored for their contributions to the cause of federated giving at a national conference of United Community Funds and Councils of

America held in Cincinnati in February. William F. Schnitzler, AFL-CIO secretary-treasurer, presented the awards.

In an address paying tribute to the four union leaders Schnitzler said, "The awards to these four leaders are awards to all the volunteers, union or nonunion, who really make the community programs possible.

"I am not just referring to the speeches they make—that's the least of it; nor the hours they give in planning sessions and in pounding the sidewalks, door-to-door. No, their great contribution is public relations at the grass roots. They are the people who represent the United Funds, the concept of federated giving, to the community as a whole.

"The work they do, the impressions they make, has a lot more to do with public relations, with public acceptance, than a speech by the mayor, or a full-page spread in the local newspaper.

"These four men represent the many thousands of ambassadors from the United Funds to the general public. But they are not just ceremonial ambassadors; they are also the people who do the work," the AFL-CIO secretary-treasurer concluded.

Pure Food Laws Apply to Warehousing, High Court Says

THE United States Supreme Court has strengthened the consumer protections of the Federal Food, Drug and Cosmetic Act in a decision saying the Act applies to holding food in a public storage warehouse as well as to manufacturing and processing.

The decision reversed the U. S. District Court in Jacksonville, Florida, which had said that the food and drug law was "too vague . . . to apply to the mere act of 'holding goods' in a warehouse.

The High Court stated that a criminal information charging a public storage warehouseman with holding food—after interstate shipment and before ultimate sale—under insanitary conditions whereby it may have become contaminated with filth was an offense under Section 301 (K)

of the Federal Food Drug and Cosmetic Act.

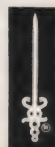
Delivering the court's opinion, Justice Stewart said, "It is clear from [the] legislative history that Congress intended to proscribe the particular conduct charged in the information filed—the holding of food under insanitary conditions whereby it may have become contaminated. The house committee report noted that the amended section would 'penalize, among other acts resulting in adulteration or misbranding, the act of holding articles under insanitary conditions whereby they become contaminated with filth or rendered injurious to health' and emphasized that the committee intended the amendments to be applied to their fullest constitutional limits."



Don't ever go away again, daddy!

Her Dad is sensible. He went to his doctor as soon as he noticed a cancer danger signal. His cancer was therefore discovered in its early stages, when prospects for cure are more favorable.

If you don't know Cancer's 7 Danger Signals, call your local American Cancer Society Unit today. Play it safe and see your doctor for an annual health checkup, too. And help research and education save lives by sending your check to "Cancer," c/o Postmaster.



AMERICAN CANCER SOCIETY

family puzzle page



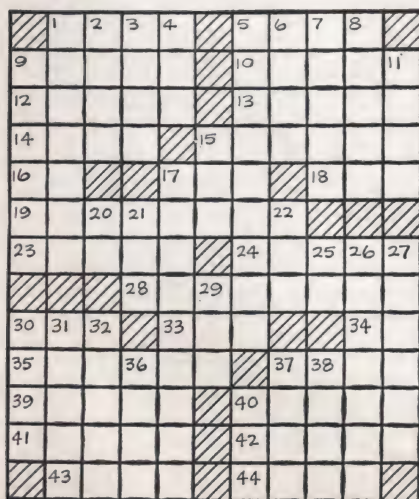
CROSSWORD PUZZLE

ACROSS

1. Custody
5. French chalk
9. City destroyed with Gomorrah
10. Armadillos
12. Golf hazards
13. To slant
14. Eternal city
15. Dinner jacket
16. Article
17. Lubricate
18. Female pig
19. Having wide knowledge
23. Sedate
24. Bulls (Sp.)
28. A flavoring
30. Distress call
33. Conjunction
34. Brazil palm
35. Ancient China
37. Judy Garland hit, "Wizard"
39. Native of Asia
40. Rubbish (slang)
41. Purposeful
42. Celtic god of love
43. Withered
44. Headland

DOWN

1. Small crown
2. First man
3. Thick cord
4. Printers' measures
5. Office machine
6. Top
7. Washes
8. A creed
9. Soda sippers
11. Traffic caution sign
15. A draw
17. City statute
20. Music note
21. Girl's nickname
22. June-bug
25. Smallest state (abbr.)
26. Eight-armed mollusk
27. Grabs suddenly
29. Demure
30. Go away!
31. Sahara watering spots
32. Steps over a fence
36. Filament
37. French river
38. Tropical fruits
40. Shade of brown



(Crossword Puzzle answers on page 23)

(Word game answers on page 24)

WORDS, WIT AND WISDOM

WANT TO ADD some interesting words to your vocabulary? Down below you will find ten words, each followed by three lettered words or phrases. Try to match each word with the lettered terms of nearly the same meaning. Check your answers below. If you have fewer than eight right, better look up the words you missed.

1. Puncheon: (a) strong club . . . (b) funny man . . . (c) large cask . . .
2. Punctilio: (a) punctuation mark . . . (b) manners . . . (c) fancy dress . . .
3. Pundit: (a) learned man . . . (b) maker of puns . . . (c) magazine editor . . .
4. Pung: (a) goal in field hockey . . . (b) heavy sleigh . . . (c) muted ping . . .
5. Punt: (a) rod used in glassmaking . . . (b) football kicker . . . (c) one-man rowboat . . .
6. Puree: (a) inviolable lady . . . (b) Hindu priestess . . . (c) thick soup . . .
7. Pusillanimous: (a) witty . . . (b) cowardly . . . (c) scurrilous . . .
8. Putative: (a) supposed . . . (b) strengthened . . . (c) underhanded . . .
9. Puttee: (a) ceremonial suicide . . . (b) leg wrapping . . . (c) Indian maharajah . . .
10. Pyretic: (a) sickly . . . (b) feverish . . . (c) glassy . . .

FUN WITH WORDS

BELOW YOU WILL find a list of ten words. You'll also find another list of words similar in meaning to those in the first list. Try to pair each numbered word with the word closest in meaning to it in the lettered list. Thus, if 1 means nearly the same as D, the answer is 1-D.

- | | |
|--------------|-----------------|
| 1. Pathetic | A. Fervent |
| 2. Ephemeral | B. Tangible |
| 3. Patrician | C. Pedantic |
| 4. Ardent | D. Transparent |
| 5. Bookish | E. Germane |
| 6. Pellucid | F. Poignant |
| 7. Niggardly | G. Malign |
| 8. Palpable | H. Penurious |
| 9. Baleful | I. Transitory |
| 10. Relevant | J. Aristocratic |

(Copyright © 1964, by William Morris)

Fascinating Food Facts for April Shoppers

A MERICANS spent an average of \$400 per person for food in 1963. That was less than 19 per cent of their average take-home pay—a record low in the United States. And it is less than any other country in the world.

However, the year-end food report shows that total food expenditures neared \$76 billion—about 3 per cent over 1962. Population and retail price increases accounted for nearly half the increase. The rest? Americans shifted to more expensive foods and to convenience foods—bakery products instead of raw ingredients; frozen french fries and shoe string potatoes in a can in place of unpeeled potatoes in a sack. In 1963 Americans ate more meat, especially beef. They ate more chicken, more vegetables, but less fruit. And they ate less fish and fewer eggs.

* * *

The U. S. Department of Agriculture says there is no need for monotony in meals. Department experts estimate you could serve a different cut of meat every day for four and one-half months without repeating. That's the number of choices you have in the average store in your neighborhood. Beef's an example. While there are about 43 different retail cuts ranging from

tongue to tail (ox tail), most large markets regularly carry 25 different price cuts. Not included are variety meats like liver, kidney, tripe, and sweetbreads, the frozen or processed meat products which make for even greater variety.

* * *

Eating better for less is easy if you know which foods are the most economical sources of the nutrients needed for everyday good health. Family economists of the U. S. Department of Agriculture say milk is the most economical buy for calcium—the nutrient most often short in U. S. diets. Milk is also the cheapest source of riboflavin, one of the B vitamins. Whole grain and enriched flour, cereal, and baked goods, as well as dried beans and peas, are inexpensive sources of seven of the nine key nutrients. Potatoes are a good buy as a source of thiamine and niacin, two of the B vitamins. They contain vitamin C as well. Best sources for vitamin C, however, are citrus fruits. By far the most economical sources of vitamin A are dark green and deep yellow vegetables.

Current good buys are eggs, peanuts and peanut products, beef, rice, broiler-fryers, potatoes, canned corn, canned ripe olives, and apples. In some areas dry beans are listed.



and
how it
benefits
YOU

Q: My wife will be 62 this year and she never worked under social security. My benefit check is \$91.20. What would my wife receive when she becomes 62?

A: At age 65 her benefit would be one-half, or \$45.60. At age 62 her payment will be reduced to 25 per cent or she will receive \$34.20 at age 62.

Q: I will be 65 this year and my employer does not hire anyone over 65. I plan to take my social security. Can I also take my unemployment insurance payments for six months? Will this affect my veteran's pension?

A: We suggest you contact your local unemployment insurance representative for this answer. However, collecting unemployment insurance will not affect your social security insurance benefits. You should also contact your veteran's representative.

Q: I have been told I have eight years paid in to social security. I will be 62 in 1963. I was informed I will only draw \$53 a month if I retire at 62. Is there any way I can increase this amount?

A: Your benefits are reduced at age 62. If you continue to work until age 65, a reduction would not be imposed. However, this is a matter you should discuss with your Social Security Office.

Q: I filed for disability benefits four years ago. I failed to have enough quarters to qualify. Can you tell me if the requirements for disability have been changed?

A: The work requirements are still the same.

Q: I plan to retire in 1964 at the age of 66. I have paid in the maximum taxes since the beginning. What will my benefit be?

A: Assuming you are paid \$4800 in 1964, your benefit will be \$125.

Q: I will be 65 in December 1964. If I retire the last week in July 1964 how much will I receive at 65? I have earned the maximum under social security each year.

A: If you earned the maximum through 1963 you will receive \$125 per month.

Q: My wife and I were married in 1938. We were under age but received our parents' permission. Would our being under age have any effect on my wife's entitlement to benefits on my social security in the event of my death?

A: So long as the marriage is valid under State Law, it will not prohibit your wife's receiving benefits on your social security record.



© Cartoons-of-the-Month



LOCAL UNION NEWS

people & places

Northern Michigan, Local 11—Officers of the local union were sworn in by Gary Duckett of the Michigan State Council at the February meeting. Taking the oath of office were Tom Haggerty, president; Louie Czerkie, first vice president; Earl McKervy, second vice president; Frank Kuberski, secretary-treasurer; Eleanor Hommel, recording secretary; Larry Forrest, guardian; Ralph Wilson, guide; and Louise O'Brien, *ADVOCATE* reporter. Trustees are David Galligan and Bruce Kahgee.

Local 11 will be host to the next convention of the Michigan State Council, which will be held at Boyne Mountain.

Eastern Mich., Local 40—Negotiations with Ray's Food Fair Supermarkets of Northeastern Michigan have been concluded. The three-year agreement provides an immediate pay increase and an employer-financed health and welfare plan. Over the life of the agreement additional automatic wage increases of 20 cents an hour go into effect. The average wage increase for each member working in the store totals 35 cents an hour during the life of the contract.

Local Secretary-Treasurer Theodore Kasprzak has been elected second vice president of the Executive Board of the Greater Flint Council of the AFL-CIO.

Norfolk and Vicinity, Va., Local 233—Thomas B. Tyner was elected to the post of secretary-treasurer for the current term. Serving with him are Fritz A. Tiedemann, president; Jimmy T. Snell, first vice president; K. C. Richardson, second vice president; Julia M. Tucker, recording secretary; Alice Gummer, *ADVOCATE* reporter; Walter M. Bavusa, sergeant-at-arms; and William A. Batchelor, guide. Trustees are Margaret Killman, Nancy Robertson, and Louis A. Browder.

The National Labor Relations Board has ordered Be-Lo Supermarkets to cease and desist from interfering with the employees' rights to organize. Charges filed by Local 233 were up-

Board Members of Local 435 Take Oath of Office



LOCAL LEADERS—Members of the executive board of Local 435, Granite City, Illinois, look pretty for the camera after taking the oath of office for their current term. From left seated are Elizabeth Wisnich, recording secretary; Doris Bachteler, first vice president; Myrtle Lee, board member; and Hetty Sheppard, secretary-treasurer. Standing from left are Virginia Conklin, trustee; Andrew Timko, trustee; Hazel Lambert, board member; Dorothy Wheeler, trustee; Mabel Lehne, board member; Anna Burnett, *Advocate* reporter; and William Herman, second vice president. Unfortunately not present for their picture were Virginia Sykes, president; and Joe Luzenski, guardian and guide.

held by the NLRB after the company had appealed the regional director's decision.

Seattle, Wash., Local 299—Walter Taylor, secretary-treasurer of Local 299, reports that contracts have been signed with the Ford Music Co., which operates two outlets, and the Hopper Kelly Music Company. The contracts extend prevailing RCIA conditions to the store.

A contract has also been signed with Lake City Paint Company.

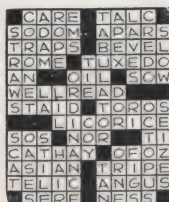
Long Beach, Calif., Local 324—Members of the local union employed at Disneyland have received retroactive pay totaling \$2,704.37 as a result of their latest contract. The retroactive pay was computed in the amount of seven cents an hour to July 1, 1963. In addition to the wage increase, the vacation plan was improved and a pension benefit was won, financed by a ten-cent-an-hour contribution by the employer.

Beginning March 1, dental benefits were extended to a number of members and their dependents not previously covered. Members benefitting are employees of Standard Brands, L & G Auto, and shoe division employers. The spouses of Unimart employees became eligible.

Seattle, Wash., Local 330 — The RCIA local union is one of the spon-

CROSSWORD PUZZLE

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Local 1245 Dedicates New Auditorium



COMMEMORATION—New Jersey Governor Richard Hughes unveiled a portrait of Louis P. Marciante, late president of the New Jersey State AFL, during ceremonies that dedicated to his memory the auditorium of Local 1245, Essex, Hudson, Union, Bergen and Passaic Counties. Shown at the affair are from left, Frank DeVito, local union secretary-treasurer; Governor Hughes; Mrs. Marciante, and Senator Clifford Case. The artist was John Calabro.

sors of a course designed for persons employed or seeking employment in retail drug stores. The classes are offered by the Adult Vocational Division of the Seattle Public School system, and covers merchandise information and product knowledge and cashier-checker training.

Rochester, Utica, Syracuse, Jamestown, Auburn, Binghamton, Watertown, Elmira, N. Y., Local 345—Local Secretary-Treasurer Harold Emma is among the RCIA officials in New York State pressing for the passage of a bill banning the use of a lie detector as a condition of getting or keeping a job.

Emma, who is an executive board member of the Rochester AFL-CIO, said the New York State AFL-CIO is putting its full weight behind the bills and is urging all city bodies and their members to write their assemblymen and state senators.

Tacoma, Wash., Local 367—Don Bryant, who has served on the board of directors of the Tacoma United Good Neighbors for six consecutive years, was awarded a plaque for his service recently.

Vallejo, Calif., Local 373—The credit union of Local 373 has announced a 5 per cent dividend for its members at the annual meeting. Officers of the group for 1964 are

Dean Wemken, president; Maynard Bish, vice president; Stanley Lathen, secretary; Jack Sparlin, George Dalton, and Evelyn Aguirre, directors.

Washington, D. C., Local 400—Ed Lanen, formerly second vice president, has been elected to the position of first vice president.

Edmonton, Alberta, Canada, Local 401—A first agreement signed with the Newhouse Wholesale Food Company adds approximately \$50 a month to wages and provides a number of other benefits. Local Secretary-Treasurer Dennis Curran reports that the fine agreement was ratified unanimously by the members of Local 401.

Answers to Word Game

Words, Wit and Wisdom

- 1-C (PUN-chun)
- 2-B (punk-TIL-ee-oh)
- 3-A (PUN-dit)
- 4-B (PUNG)
- 5-A (PUN-tee)
- 6-C (pyoor-RAY)
- 7-B (pyoo-sih-LAN-ih-mus)
- 8-A (PYOO-tuh-tiv)
- 9-B (pub-TEE)
- 10-B (py-RET-ik)

Fun With Words

- 1-F; 2-I; 3-J; 4-A; 5-C; 6-D; 7-H; 8-B; 9-G; 10-E.

Pocatello, Idaho, Local 560—Officers elected by the membership of Local 560 for the current term are Robert Lenaghen, secretary-treasurer; Adele Bartlett, recording secretary; Caroline Criddle, guard; Marion Paulsen, guide; Mary Davidson, ADVOCATE reporter, and Tilly Stanley, Jean Cutler, and Wanita Winn, trustees.

Lenaghen has also been reelected executive secretary of the Pocatello Central Labor Union, beginning his thirteenth year in that capacity.

Sacramento, Calif., Local 588—Members of Local 588 having savings in their credit union received a dividend of 5.4 per cent in 1963, it was announced at the annual meeting. Another feature of the gathering was election of officers. Serving in 1964 are Bennie Garlington, president; Lou Rena Jaspas, vice president; and Luella Cornett, secretary-treasurer. The board of directors consists of James F. Alexander, Hilda Crain, James Maus, and Joseph Zuccaro.

A first contract has been signed with the new Super S store in Sacramento. The outlet is Safeway's general merchandise subsidiary.

San Francisco, Calif., Local 648—Members of Local 648 enjoyed more than a million dollars in health and welfare benefits in 1963.

Local 648 collected \$2,574.15 in back pay for members employed by Siri's Markets, who had been working nine hours on Sundays but who had been paid for only eight. Two other Local 648 members received back pay of \$1,077 and \$1,115 respectively when it was discovered that they had been receiving a lower rate of pay than that set forth in the contract.

Local 648 Secretary Claude Jinkerson was nominated without opposition for reelection to the post of president of the San Francisco Labor Council.

St. Louis, Mo., Local 655—A first contract signed with Spartan Discount Stores grants pay raises of as much as 45 cents an hour, retroactive to December 3, 1963. Standard area working conditions are written into the contract. The contract was finally consummated following an organizational campaign that began in June 1961. It featured a successful defense of its jurisdiction by Local 655, which repulsed an attempt by a rival union with a manufacturing jurisdiction to invade retailing.

Secretary-Treasurer Louis J. Renschen says that more than 200 mem-



Credit Union Meeting of Akron, Ohio, Local Union Attracts Huge Turnout

GALA OCCASION—The annual meeting of the Credit Union of Local 698, Akron, Ohio, attracted this huge turnout of members. A short business session was followed by a buffet supper and dance.

International officials attending included Vice President Ivan Moriss, Active Ballot Club Director Charles B. Lipsen, and Richard Lewis, assistant to the Southeastern Division's organizing director.

bers will benefit by the excellent agreement.

Baltimore, Md., Local 692—The RCIA local union is spearheading a drive by the Baltimore Council of AFL-CIO Unions to secure a minimum wage law for Baltimore City and Baltimore County.

Local 692 has also been a leader in the fight to gain a minimum wage law for the entire state.

Los Angeles, Calif., Local 770—Forty three thousand dollars was collected in 1963 for 391 members of Local 770, a year-end progress report showed. Secretary-Treasurer Joseph T. De Silva stated that on the average 33 wage claims were settled each month.

The average monthly collections amount to \$3,583, and the average claim is roughly \$109. The record month last year was August when \$15,196.91 was collected on 78 wage claims.

As a result of Local 770's activities, 78 members were reinstated to their jobs after having been unjustly discharged, and 29 had hours increased or restored.

A new dental office to serve members of Local 770 in the Lancaster-Palmdale area has been opened.

Kansas City, Mo., Local 782—Em-

ployees of the Safeway outlet in Marshall, Missouri, have voted by an overwhelming majority to be represented by Local 782. Negotiations are underway for a first contract.

Winnipeg, Manitoba, Canada, Local 832 — Secretary-Treasurer Bernarde Christophe headed a delegation that represented Local 832 members at the annual presentation to the Manitoba Government on matters and legislation affecting trade unionists in the Province of Manitoba.

Bernard Atamanchuk has been named to the staff of Local 832 as a business representative. He has been a member of Local 832 since 1958 and holds the position of recording secretary.

Alameda County, Calif., Local 870 —After several months of litigation, Local 870 has been recognized as the collective bargaining representative of the White Front Store in Oakland. Proposals for a first contract have been submitted, and negotiations are underway.

Employees of the W. T. Grant outlets in Oakland and Hayward have accepted the terms of a new contract with the stores. The new agreement provides a substantial wage increase, and improvements in sick leave and vacations.

Detroit, Mich., Local 876—Local Secretary-Treasurer Herschel Womack states that the RCIA local union was active in the campaign to secure a state minimum wage law for Michigan, which is expected to go into effect around Labor Day.

Cleveland, Ohio, Local 880—President Cecil Dunlap reports that membership growth in 1963 has brought Local 880 nearly to the 9,000 mark.

Since the inception of Local 880's health and welfare plans more than \$4 million in benefits have been paid on behalf of members and their dependents. In December 1963 alone, almost \$63,000 was distributed in accident, sickness, hospital-surgical, and death benefits.

Santa Barbara and Ventura Counties, Calif., Local 899—Spouses of members employed by Thrifty Drug, Fox Drug, and King Drug became eligible for coverage by psychiatric and dental programs of the local union on January 1.

Newark, N. J., Local 1049—Dunbrow's in Menlo Park, and 3 BBB's and the He Man Shops in Newark have been added to the growing list of establishments having collective bargaining agreements with Local 1049. These newest members of the RCIA

Active Ballot Club Dance Sponsored by Blue Island, Ill., Local Union



PARTY—Above are scenes from the Active Ballot Club dance sponsored by Local 1504, Blue Island, Illinois, and Vicinity. In photo at left are shown Central Division Organizing Director and Mrs. William McGrath, Assistant Organizing Director and Mrs. Robert Cadwell, Mr. and Mrs. Waldemar Stack (he was formerly secretary-treasurer of Local 1453, and is now head of the Tokyo



regional office of the IFCCTE), and Chicago Organizing Director and Mrs. Elia Mossesso. In photo at right are winners of the waltz contest. From left are first prize winner Elsie Waters and her husband, Leon; second prize winner Mae Burroughs and her husband, Ed; and third place winners, Mr. and Mrs. Bob Gentile. Other contests included the fox trot, twist, and polka.

employed in these stores are enjoying the benefits and protections of Local 1049's standard agreements.

San Rafael, Calif., Local 1119—Leyton Youngclaus is the newest business representative of Local 1119, Secretary-Treasurer Lorin Young announces. Youngclaus has been a member of the local union for ten years and has served on the executive board and as a trustee.

San Francisco, Calif., Local 1100—The local union has planned a Hawaiian vacation for its members, who may enjoy ten days in the islands for a package cost of \$295 per person. Four departure dates are planned, one each in May, June, July, and August.

Local 1100 members working in organized variety stores in the San Francisco area received an automatic pay increase of 6¼ cents an hour on January 1. Benefitting from the boost are employees of Woolworth's, Newberry's, Kress', Sprouse-Reitz, and independents.

Riverside, Imperial, and San Bernardino Counties, Calif., Local 1167—Secretary-Treasurer Ray Butler notes that business representatives of Local 1167 traveled over 8,000 miles in one recent month to provide service to the members of the local union.

Members of Local 1167 have rati-

fied a first contract with the Pringle Drug Store in Riverside. The store was organized some time ago, and the contract was concluded after patient negotiation.

Members of Local 1167 benefited by \$451,769.46 in health and welfare payments in 1963 and by \$53,092.71 in supplemental unemployment and supplemental disability payments during the past year.

Richmond, Calif., Local 1179—William Roddick, secretary-treasurer of Local 1179, has been appointed to the retailing advisory committee of Diablo Valley College. The new group, composed of leaders in the retail field, will assist the college on up-to-date developments in retailing, help provide jobs for the college's work experience students, and arrange for special events and guest speakers for both day and evening classes.

San Diego, Calif., Local 1222—Employees of the C.M.C. discount store have voted for representation by Local 1222 in an election conducted by the National Labor Relations Board.

North Jersey and Vicinity, N. J., Local 1262—All incumbent officers of Local 1262's credit union were re-elected at the annual meeting. Serving with President Alfred Cumello are

David Miller, vice president; Benjamin Genova, secretary; Jack Lanzet, treasurer; and Sam Barnett, assistant treasurer. Directors are William Grieco and William Craig.

Fresno, Calif., Local 1288—President George Kisling reports that Local 1288 has been granted recognition by two Golden Eagle markets, following a successful consumer boycott of the outlets. The local union had also filed unfair labor charges with the National Labor Relations Board.

Members of Local 1288 working in 26 downtown men's wear and specialty stores have received pay increases ranging from seven to 33 cents an hour retroactive to January 16.

Members of Local 1288's credit union heard Treasurer Chuck Topjian announce that a dividend of 6 per cent was paid on savings for 1963.

Pomona, Calif., Local 1428—Benefits paid in protecting members of Local 1428 and their families from the staggering cost of health care and temporary unemployment totaled more than \$600,000 in 1963, Secretary-Treasurer John Sperry reports. Medical, hospital, dental, and psychiatric care totaled \$550,725.49, while supplemental unemployment and disability added another \$79,973.53.

Boston, Mass., Local 1445—Secre-

tary-Treasurer John Cunningham reports union protections that extend beyond the bankruptcy of one of the companies under contract. When Market Basket went out of business two members had not received vacation pay. After a settlement with the company's lawyers, member Morris Pearl received a check for \$127.60, and Bernard Block was handed one in the amount of \$110. Without a strong union to represent them, the employees would have lost their earned vacation pay.

Sonoma County, Calif., Local 1532
—Local Secretary-Treasurer George Deck has been named president of the Sonoma County Central Labor Council.

Britain Acts To Repeal Fair Trade Laws

FAIR TRADE laws have proved to be a failure in Great Britain and the government is pressing to abolish them. The action came after eight years of experimenting with the Restrictive Trade Practices Act, passed in 1956.

The new government bill, known as "The Resale Price Act of 1964" would make it "unlawful for any supplier to withhold supplies of any goods from a dealer seeking to obtain them for resale in the United Kingdom."

A clause of the measure hits hard at loss leaders, making it legal for a supplier to withhold supplies from any retailer if there is proof that within the previous six months the retailer has been selling his goods or goods similar in description at below cost. This might conceivably strike at retailers selling cheaper private label goods side by side with branded merchandise.

The key judicial power in the new bill is a Restrictive Practices Court, which will hear the argument of any specific manufacturer, distributor, or retailer for maintaining fair trade prices.

The British government has been persuaded by industry arguments to include safeguards against a lowering of service or quality because of cut pricing or general lowering of the image of the retailer.

Wayne Wilt Retires from Vallejo, Calif., Local Union



HONORED—A testimonial dinner paid tribute to Wayne Wilt's accomplishments during his years of service to members of Local 373, Vallejo, California. Attending the dinner, from left seated, were Lowell R. Nelson, member of the California Unemployment Insurance Appeals Board; Wilt; and Dean Wemken, president of Local 373. Standing in the usual order were Stanley Lathen, secretary-treasurer of the local union; Larry Vail, secretary of the California State Council of Retail Clerks; and Thomas Pitts, executive secretary-treasurer of the California State Federation of Labor. More than 400 friends and associates of Wilt's attended.

POVERTY

(From page 11)

urban renewal, and improved recreational opportunities can all help to raise aspirations and improve motivations.

The proposed National Service Corps would be a significant step in the direction of helping provide urgently-needed services to hard-hit slum or rural poverty areas.

The retraining programs of the Area Redevelopment Act and the Manpower Development and Training Act are an important part of the overall effort.

Passage of the Civil Rights Act is an essential step in combating poverty among nonwhites.

Other measures that are needed to prevent or alleviate poverty among the working age population include strengthening and modernization of the Fair Labor Standards Act to provide minimum wage and related protections for additional groups of workers, particularly those in service industries.

Roanoke Member Competes For Checker of Year Title



COMPETITOR—Mrs. Marie Dean, a member of RCIA Local 278, Roanoke, Virginia, has been named "Checker of the Year" in Colonial Stores District One. She will vie for the honor of representing Colonial Stores in the International Checker of the Year Competition to be held in Chicago later.

Quad Cities Local Union Celebrates 25th Birthday



TWENTY-FIFTH ANNIVERSARY—Long-time members of Local 1470, Quad Cities and Vicinity, Iowa and Illinois, were honored at a party celebrating the silver jubilee of the local union. From left Secretary-Treasurer Marjorie Bender presents a box of cigars to William Nicholson, who has been a member for 18 years. Receiving corsages were Doris Cartwright, a 19-year member; Juanita Miller, 18 years; and Alice Hamann, 23 years. Presenting the flowers was Local President Yvonne Williams.

Milwaukee Local Union Pays Tribute to Labor Editor



GRATITUDE EXPRESSED—Edward Stadelmann, secretary-treasurer presents a plaque to Ray Taylor, editor of the Milwaukee Labor Press, as Michael Burtak, vice president of the local union looks on. The citation was for services to the area's labor movement.

RAY TAYLOR, editor of the Milwaukee Labor Press, was honored at the February membership meeting of RCIA Local 444 with the presentation of a plaque of appreciation.

Taylor was singled out for the honor "in recognition of his many

years of dedicated and outstanding service far beyond the call of duty."

The award was made by Local Secretary-Treasurer E. M. Stadelmann, who said that the local union was appreciative of the many efforts Taylor had made to aid and support Local 444 in all its endeavors.

Consumer Confidence Hits Seven-Year Peak

CONSUMER confidence gained new strength during the past two to three months—rising to a seven-year peak, reports The University of Michigan's Survey Research Center.

Optimistic attitudes are almost as widespread now among consumers as during the boom of 1955-56, SRC economists reveal in the Center's latest quarterly survey of consumer attitudes and inclinations to buy.

The current high level of the SRC Index of Consumer Sentiment (up from 96.9 in November 1963 to 99.0 in January-February 1964), together with rising personal incomes, points to continued strength in consumer demand.

For the group with incomes of \$7500 or more the rise of the index above the year-ago level is, if anything, more pronounced than for the population as a whole, it was pointed out.

The survey, which involved interviews with a nationwide cross-section of over 1500 adults, is one of a series conducted regularly since 1951. Designed to measure consumer attitudes, and to explore their impact on subsequent spending, the surveys are directed by Professors George Katona and Eva L. Mueller of the SRC Economic Behavior Program, part of the U-M Institute for Social Research.

The SRC economists cite three factors in the growing optimism about the business outlook, which is reflected in the index upturn:

1) There was in January 1964 more awareness of good news than has been characteristic of previous prolonged periods of prosperity;

2) Uncertainty following the assassination of President Kennedy has now been dispelled. Two-thirds of people at every income level believe that the change in the presidency will have no effect on economic conditions; and some even feel it will have a favorable effect.

3) Opinions about the relation of the cold war to business conditions reflected the easing of international tensions.

NEWS-LET



The News-Let is published monthly by the International Association. Statistical information in the section is from government agencies, reputable firms, and the Research and Legal Departments of the RCIA, and while believed to be accurate — it is not guaranteed.

MERGER POSSIBILITIES in the department store field are being exhausted, according to the trade publication, "Home Furnishings Daily." Industry observers believe that some of the remaining independents will soon be absorbed by national retail chains to substantially end expansion via the acquisition method. Prime candidates for some of these last ditch mergers are Marshall Field, J. L. Hudson, L. S. Ayres, and Wanamaker's, among others. Some of these are considered good plums because of a strong cash position, others because they might enhance carryback write-offs for tax purposes. In other cases controlling families are ready



CAPITAL COMMENT
AND
CURRENT NEWS

to move into the background and turn their business affairs over to a corporate managers. The desire to be really big is also a motivation. In any case, the department store field seems likely to consist of only national chains in a few years.

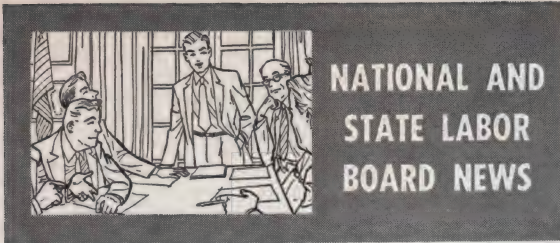
SAVINGS BANKS are searching for higher income sources to generate funds to cover higher interest rates paid out. Competition from commercial banks and savings and loan associations has increased disbursements to depositors. New York savings banks are now paying $4\frac{1}{4}$ per cent to meet competition from savings and loan associations as far away as the Pacific Coast. To increase earnings savings banks have been shifting their portfolios out of government securities, which have a low yield, and increasing their holdings of mortgages and corporate bonds. At the end of 1963, mortgages accounted for 72 per cent of savings banks holdings, compared to 69 per cent in 1962. However, bankers feel that interest rates have gone as high as they can; some think they are even too high.

RETAIL STATISTICS are being phased out by the Federal Reserve Board. Figures on national sales, inventories, and the like will be dropped, and the Census Bureau will take over responsibility for the assignment. Some reporting on a city basis may be continued as a service to retailers who otherwise would have to scurry around to district Federal Reserve banks for the information. The weekly department store sales report was the first to go, getting the axe in mid-February. The Census Bureau is already at work setting up its own index of department store sales. Other reports that go out the Federal Reserve Board window are monthly department store sales and monthly department store stocks reports.

MOONLIGHTING is coming in for detailed discussion by labor unions, business, and government. The practice during a period of persistent high unemployment worries everyone—unions because its elimination could provide more jobs and some employers who fear that it drains the energies of their employees. It is estimated that 3.9 million persons hold more than one job—an increase of 600,000 in the last year. Moonlighters account for 5.7 per cent of the work force, about equal to the number of unemployed. Some government experts think this is an underestimate, and the real total is perhaps twice as large. The argument is that some people don't report their second jobs out of a feeling of guilt. The average dual job holder worked 12 hours a week at his second job. A good many employers like the practice because moonlighters are prone to work for less than established rates.

COLLEGES are shifting direction on admission policies, to provide opportunities for the so called "late bloomer," according to "Kiplinger's Magazine." Looking for something other than marks—creative ability, high motivation, or a sense of community responsibility—admissions officers are recognizing that the "happy bottom quarter" student might do well in college. Some colleges are experimenting with summer programs for "underachievers" before September admission. Entrance policies in other schools are shifting a previous emphasis on a well-rounded background to admit candidates with talents in only one or two fields. Many colleges are making special efforts to recruit youngsters from Negro and poor areas. After a slow start such students do as well or better than others in their upper classes.

WAGE INCREASES have a high priority in 1964 bargaining says the "AFL-CIO Federationist." Record corporate profits and soaring productivity have provided the available funds. Moreover, during the last few years wages in most industries have lagged behind productivity, resulting in lower labor costs per unit of output. With the moderate increase in living costs, the buying power of wages has moved more slowly than productivity. In 1962, corporate profits before taxes rose 7 per cent; in 1963, the increase was 9 per cent over 1962. For 1964, the prediction is for an additional jump of 13 per cent. The average annual increase in productivity in the private sector has been over 3.5 per cent in 1961-63 and the rapid pace will continue into 1964. In some industries, as in food retailing, the increased productivity has been even greater, with little sharing with workers or consumers.



EMPLOYER'S STATEMENT TO EMPLOYEES that union would not be "coming in" even if it won an NLRB election is unlawful. This was the National Labor Relations Board's recent ruling where an employer told an employee that the union would not be "coming in" even if the union won a pending election, thereby implying that the employer would not deal with the union under any circumstances.

It turned out, however, that the union won the election, was later certified by the NLRB, and then was recognized by the employer. Notwithstanding the fact that the union won the election, the Board said that the employer should cease and desist its illegal conduct. (Harold Brown Co., 55 LRRM 1221.)

ELECTION IS SET ASIDE where employer said to employees—during course of election campaign by union—that strike action would be necessary for employees to make any gains with union representation. Moreover, employer's repeated statements to effect that the employees' decision to select union as their bargaining agent might stifle the economic progress of their community was similarly grounds for setting aside an election.

In this case both the employer and a number of community officials brought pressure to bear on employees before an NLRB election by belaboring the threat of strikes and other dangers of voting for a union. In setting the election aside, the Board noted that the pre-election period was one of fear and hostility, incompatible with the employees' free choice in the election. The National Labor Relations Board, therefore, directed that a second election be held. (Utica-Herbrand Tool Div., 55 LRRM 1223.)

EMPLOYER COMMITTED UNFAIR LABOR PRACTICE when he would not, upon union's request, produce information that price competition made it impossible to raise wages. The NLRB found this employer guilty of refusing to bargain when, at first bargaining session, employer said that a wage cut was essential because of competitive conditions. When at later sessions the employer agreed to continue existing wages or even grant a small increase, the union asked to see the employer's books to support the employer's assertion that a larger increase was impossible.

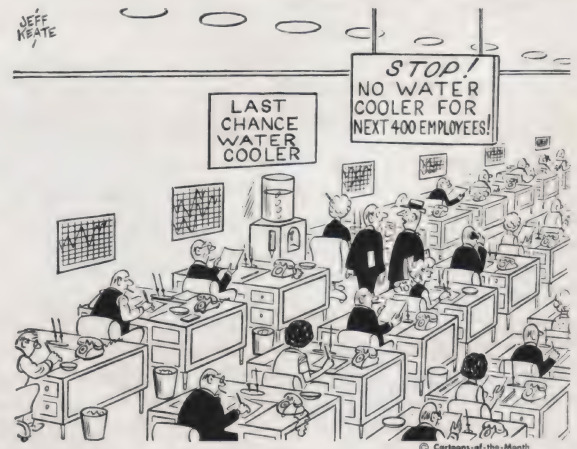
Initially, the employer's refusal to grant the union's request to examine his books was based on the cost. But, when the union offered to pay for the cost, the employer still refused. Under these circumstances, the NLRB concluded that the employer's unwillingness to supply the union with data to support the employer's claim was an unlawful refusal to bargain. (Western Wirebound Box Co., 55 LRRM 1193.)

EMPLOYER CANNOT THREATEN EMPLOYEES with loss of existing benefits if they vote for a union. The employer here told employees that they would be deprived of the privilege of eating and smoking at their work stations as well as certain other privileges, if the union won an NLRB election. Additionally, the employer told employees that the employer would make it as hard as possible for them if they chose the union. All this, the NLRB ruled, was plainly unlawful. The employer was ordered to cease and desist this conduct. (Bonnie Enterprises, Inc., 55 LRRM 1213.)

WHEN COMMISSION SALESMAN IS UNLAWFULLY DISCHARGED under the Federal Labor Act, he is entitled to reinstatement with back pay. However, in computing back pay, he is entitled to receive the amount he would have earned as commissions during the period of his unemployment. The NLRB recently ruled in this manner in a back pay case where the employer contested an illegally-discharged employee's right to recover commission earnings. Moreover, the Board ruled, such an employee is also entitled to receive the annual Christmas bonus which he would have received.

The employer opposed paying this discharged employee either commission earnings which he would have received or the annual Christmas bonus. However, the NLRB, agreeing with the union, said that denial of these payments to the discharged employee would unfairly permit the employer to profit by his own unlawful conduct. (Story Oldsmobile, Inc., 55 LRRM 1217.)

INTERROGATING EMPLOYEE concerning his testimony in an NLRB hearing is unlawful, the Labor Relations Board rules, after employee has voluntarily testified for union. In this case an employee had testified for a union in an NLRB election hearing. Afterwards the employer asked the employee why he had testified. When the employee replied that he had testified because the union had requested him to do so, the employer replied that "it was too bad that he [the employee] went" to the NLRB hearing. This was an unlawful threat, the Labor Board ruled. (Montgomery Ward & Co., 55 LRRM 1250.)

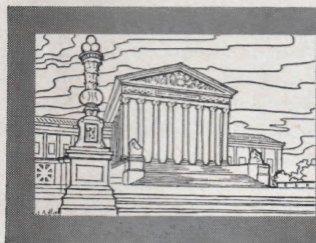


"Say, this IS a big outfit, isn't it?"

SHUTDOWN OF ENTIRE DEPARTMENT is illegal, NLRB rules, where employer's object was to undermine union's majority and strength. In current case a union's organizing campaign was gaining momentum. Just as union was about to acquire a majority, the employer closed an entire department in which several of the union's most active adherents worked. Finding that there was no economic justification for closing this department and that the closing was actually motivated by anti-unionism, the National Labor Relations Board found that the employer's conduct was unlawful. (Square Binding & Ruling Co., 55 LRRM 1275.)

EVEN AFTER CONTRACT HAS EXPIRED, it is unlawful for employer to revise existing grievance machinery without consulting with union. So ruled the NLRB in a case where, after a collective bargaining agreement expired, the employer announced that he had changed the grievance machinery governing the union's handling of grievances for employees.

Despite the contract's expiration, the NLRB said that the employer had a duty to bargain with the union about any changes in working conditions, including the grievance machinery. Thus, the employer's unilateral change was an unlawful refusal to bargain with a majority union. (Celotex Corp., 55 LRRM 1238.)



COURT DECISIONS CONCERNING LABOR

EMPLOYER'S DUTY TO ARBITRATE GRIEVANCE under collective bargaining agreement is not excused because union may have struck in violation of same contract. The Supreme Court so ruled in a recent case under Section 301 of the Taft-Hartley Act.

The employer discharged an employee. Responding to the discharge, many union members struck in protest. Thereafter, the employer discharged the strikers on the ground that they had breached the contract's no-strike clause. The union, in turn, filed grievances protesting both the first discharge which had triggered the dispute and the subsequent discharges of the strikers. When the employer refused to arbitrate these grievances, the union went to court to compel arbitration. In the state courts of Iowa, the union lost. The state courts ruled that the union had waived its right to demand arbitration of any of these discharges by striking in violation of the contract.

The U. S. Supreme Court disagreed with the state courts and reversed their judgment. In an opinion by Justice Harlan, the Supreme Court said that an employer's duty to arbitrate otherwise arbitrable grievances under a contract is not automatically excused by a union's strike in violation of contract. Under some contracts, the court said, an employer must first arbitrate whether the strike was in violation of the contract. But,

in any event, unless the contract expressly provides that a union's strike relieves an employer of his duty to arbitrate, the employer must arbitrate a grievance upon the union's demand. (Packinghouse Workers v. Needham Packing Co., 55 LRRM 2580.)

EMPLOYEE MAY NOT SUE UNION which secured his discharge for failure to pay dues under union shop agreement, even though it is alleged that real reason for demanding discharge was conspiracy to get employee out of union. Instead of suing union for damages in state court, the Oregon Supreme Court ruled, an employee must take his complaint to the National Labor Relations Board.

The employee here sued his union for damages after the union had procured his discharge for non-payment of dues. The employee alleged that the real reason for his discharge was a conspiracy to get him out of the union.

Referring to two recent U.S. Supreme Court decisions, the high court of Oregon held that the subject of this lawsuit has been "preempted" by the Taft-Hartley Act. The result is that the employee may take his complaint against the union to the NLRB, but he may not sue in the state courts. Underlying this principle of Federal "preemption" is the notion that Federal law is supreme over state law in interstate commerce. (Day v. Northwest Division, 55 LRRM 2456.)

MEMBERS OF MINORITY GROUP, who allege in lawsuit that their union has discriminated against them in job referrals and job opportunities, may go to NLRB, but not to the Federal courts. So ruled a Federal district court in Illinois in a recent, precedent-making decision.

The decision is important because for many years the Federal courts have entertained suits against unions and employers who have practiced certain kinds of racial discrimination under collective bargaining agreements. In recent years, however, the NLRB has begun to fashion remedies for victims of racial discrimination under the Taft-Hartley Act. Based on recent decisions of the NLRB, the court here concluded that the Federal courts have been "preempted" by the National Labor Relations Board of jurisdiction to remedy racially discriminatory conduct under collective bargaining contracts in interstate commerce. (Stout v. Construction Laborers, 55 LRRM 2464.)

EMPLOYEE MAY NOT SUE EMPLOYER in lawsuit for wrongful discharge until the employee has first exhausted the grievance machinery of an applicable collective bargaining contract. And, even though the employee is not a member of the union which negotiated the contract, the employee is obligated to file a grievance before going to court, unless the union refuses to process his grievance.

This was the decision of the Washington Supreme Court in affirming a decision dismissing an employee's suit. The court said that non-members are protected by the terms of an exclusive bargaining contract and, therefore, they must exhaust the grievance provisions of a contract just as members must. The employee in this case had not requested the union to represent her, and

she made no showing that such a request would have been futile. (Smith v. General Electric Co., 55 LRRM 2474.)

EMPLOYER WHO ACTUALLY SIGNS collective bargaining contract, but withholds it from the union in order to stall reaching an agreement until after certification year has expired, violates Taft-Hartley Act. The U.S. Court of Appeals reached this conclusion where the employer had bargained, had reached full agreement, had actually signed a contract, but then withheld it from the union. In defense of its conduct the employer said that it was entitled to withhold the signed document from the union as a matter of common law until it wanted to consummate a final understanding. Rejecting this argument, the court said that the true motivation of the employer's conduct was to avoid dealing with the union until it could challenge the union's majority status at the end of the one-year certification period. (Lozano Enterprises v. NLRB, 55 LRRM 2510.)



APPEALS COURT UPHOLDS RIGHT of NLRB regional director to consider objection to election which is result of his own investigation, even if the objection was not brought to his attention by a party. In this case an NLRB regional director, in his own investigation, discovered that the employer had given a speech just before an election which created economic fear and a sense of futility in his employees. Even though the union involved did not call the employer's speech to the National Labor Relations Board's attention within the required five day period, the Board set the election aside on its own.

The U.S. Court of Appeals in Chicago holds that the Board's practice was perfectly lawful. Noting that the Board must insure the integrity of its own election processes, the Court said that the National Labor Relations Board may invalidate an election based on facts uncovered in its own investigation. (NLRB v. Realist, Inc., 55 LRRM 2523.)

DISCHARGE FOR EXCESSIVE ABSENTEEISM IS PROPER, an arbitrator rules, even where the employee's absences have been approved for medical reasons. In this case an employee of a factory had been absent

30 per cent of the scheduled work days. Each absence had been excused for valid medical reasons, but, despite this, the employer discharged her for excessive absenteeism.

Ruling that an employer has a right to expect an employee to be regular and dependable in attendance, Arbitrator Lewis Solomon upheld this discharge. He reviewed a number of arbitration decisions by other arbitrators and ruled that even excused absences may be the basis of discharge if the absences are excessive. (Minnesota Mining & Mfg. Co., 41 LA 1257.)

DENIAL OF SICK PAY WAS IMPROPER under contract, according to Arbitrator Arthur M. Ross, where employee was injured in fight which occurred after employee had been drinking in a bar and got involved in heated argument over racial and religious questions. The contract in issue provided that employees were not entitled to sick pay for injuries suffered as a result of drunkenness or self-inflicted wounds.

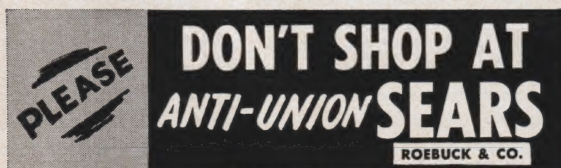
Arbitrator Ross ruled that the employer's denial of sick pay to this employee was improper. While this employee had been drinking, the arbitrator said that the injuries suffered might have been incurred in any event. It was the heated argument, not the drinking, which caused the injuries. (Bercut-Richards Packing Co., 41 LA 1300.)

IN IMPORTANT CASE under AFL-CIO Constitution, Impartial Umpire David L. Cole rules that it is not a violation of AFL-CIO Constitution for one affiliate to distribute critical comments about another affiliate unrelated to an organizing campaign. In this case one affiliate made critical comments about another affiliate, but not in the context of an organizing campaign. Moreover, the first affiliate did not attempt to bring the second affiliate into public disrepute. Said Umpire Cole, both an organizing campaign and an effort to bring an affiliate into public disrepute must be found in order to support a violation of the AFL-CIO constitution. (IBEW v. IUE, 41 LA 1314.)

EMPLOYER HAS RIGHT TO COMPEL employees to submit to physical examinations at reasonable times and for just reasons. Where, however, an employee refuses to submit to such an examination, he is insubordinate, but discharge is too severe a penalty.

In this case the employer demanded that an employee submit to a physical examination because the employer believed that the employee's absenteeism was related to alcoholism. When the employer asked the employee to submit to a physical examination, he refused. The employer fired him for insubordination.

Agreeing with the union that discharge is an unwarranted penalty for this kind of insubordination in the circumstances of this case, the arbitrator reinstated the employee with a limited suspension from his job. However, believing that physical examinations are as much in the interest of the employee as the employer, and since in this case the employer's demand for a physical had a reasonable basis, the arbitrator said that the employee must submit to the examination. (Minnesota Mining & Mfg. Co., 42 LA 1.)



SEARS CONSUMER BOYCOTT COMMITTEE, RCIA, AFL-CIO

The Leadership Role Of Unions



**"Labor unions are
an organism through which
workers are able
to take an active,
progressive role
in the development of
their nations.
Labor unions can
aid all men
to unite in dignity
while seeking a better life."**

—President Lyndon B. Johnson

Labor's Heritage



It Pays to Belong to the RCIA

Every individual requires recognition and appreciation of his services and his worth as a human being to fulfill his personality.

The lone worker cannot by himself secure such recognition from organized management. Only as a member of an organization can he express himself and share in decisions which affect him.

The Retail Clerks International Association is the organization that provides these advantages for retail store employees.

Every RCIA member can help unorganized store workers achieve this fulfillment and gain a richer life by telling them about the advantages of belonging to the Retail Clerks International Association. At the same time it will strengthen your union and expand your own benefits and protections.

Retail Clerks International Association

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